

The Pattern Snapshot Self-Assessment

Think about only one relationship or recurring situation while responding to this self-assessment.

For each statement, write the number that reflects how frequently the statement is true for you based on uneasiness in the relationship or situation you choose.

0 = Rarely | 1 = Sometimes | 2 = Often



TRIANGLES

Relieving tension by involving a third person

1. I talk about others in ways I would not in their presence. _____
2. I ask others to convey messages for me. _____
3. I step in to mediate between others. _____
4. I focus on a third person rather than my relationship. _____
5. I align with one side when others are in disagreement. _____
6. I go around people to others instead of addressing them directly. _____

Total Triangles: ___ /12



OVER / UNDER-FUNCTIONING

A reciprocity of responsibility and control

1. I take over tasks to ensure they get done right. _____
2. I offer unsolicited advice. _____
3. I do things for others they could do for themselves to build their own capacity. _____
4. I wait for others to decide, then criticize their decision. _____
5. I downplay my ability to act for myself, and allow others to do for me. _____
6. I rely on others to move things forward. _____

Total Over / Under-Functioning: ___ /12



CONFLICT

Disagreement with intense reactivity; overt or covert

1. I escalate disagreements quickly. _____
2. It's important for me to be seen as right. _____
3. I interrupt or talk over others. _____
4. I criticize or blame. _____
5. I push the same issues repeatedly. _____
6. I use sharp words or tone to express my frustration. _____

Total Conflict: ___ /12



DISTANCE

Too far apart or overly close emotionally

1. I avoid uncomfortable conversations. _____
2. I disengage emotionally. _____
3. I keep important thoughts to myself. _____
4. I make decisions based on what my family thinks. _____
5. I consider disagreement to be disloyal. _____
6. I insist family does everything together. _____

Total Distance: ___ / 12

What It Means

Your highest score tells you which pattern your reactivity tends to show up in most often.

Highest Score: _____ Pattern: _____

This does *not* define you.

It simply reveals how you instinctively respond when uneasiness rises in important relationships.

What These Patterns Are Doing for You

These patterns are not problems to “fix.” They are automatic, learned reactions that temporarily ease discomfort from tension, often at the expense of clarity, connection and leadership. While these patterns are automatic and you may not be aware of them, continually relying on these patterns limits your ability to respond thoughtfully. This in turn limits your leadership, and what is possible.

From Reactivity to Leadership

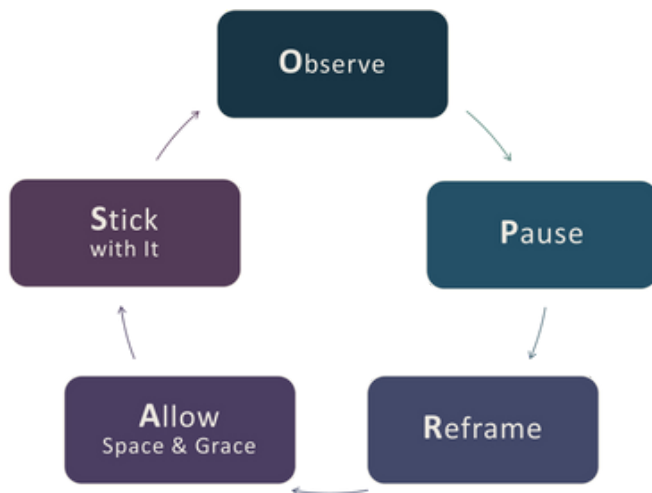
Lead From Within. Change What Becomes Possible.

Change begins with one person who chooses to engage differently. You can be that person.

What to Do Next

The OPRAS Framework:

Interrupting Reactivity and Choosing to Engage Differently



- **Observe** yourself and others
- **Pause** before reacting automatically
- **Reframe** using “I” statements to focus on what you will do; not on others
- **Allow Space & Grace** to be patient with yourself and others
- **Stick With It** because small changes compound over time

Practice

Choose one small action to implement that falls within an **OPRAS** category.

Write it below and **practice it consistently**. Make written notes about what happens over time within you – and within your relationships.

Then choose another action ... and another ... and another ...

How you lead yourself – especially when tensions rise – impacts the present and shapes the future.