

Growth Model

THE CAPACITIES REQUIRED TO MEET THE DEMANDS OF REALITY



Based on the work of Dr. John Townsend & Dr. Karen Bergstrom

Strong Attachment
Presents as:

- Is aware of one's definition
- Can define oneself in tasks and relationship
- Can define and clarify yourself in relationships
- Is aware of and leans into conflict and problem resolution without internal conflict.
- Has clarity and value of self
- Has the structure, focus, and initiative to go after what is important to you without feeling selfish
- Is comfortable with people expressing anger/frustration.
- Can say "no" without fear, resentment or guilt to those
- Protects their time, energy and resources

Weak Attachment
Presents as:

- Isolates - Self Sufficient
- Unaware of one's own emotions
- Difficulty being vulnerable with others
- Better at thinking than feeling
- Finds workplace relationships complicated to navigate
- Seems to be very few people who can connect with you
- Doesn't feel comfortable asking for or receiving needs
- Often deflects the acceptance and warmth of others
- Lonely - Others do not naturally reach out to you
- Tends to give advice or switch conversation when emotions are expressed
- More comfortable giving than receiving

Strong Separation
Presents as:

- Aware of one's definition
- Can define oneself in tasks
- Can define and clarify yourself in relationships
- Leans into conflict and problem resolution without internal conflict
- Has clarity and value of self
- Has the structure, focus, and initiative to go after what is important to you without feeling selfish
- You are comfortable with people expressing anger/frustration.
- Can say "no" without fear, resentment or guilt
- Protects your time, energy and resources.

Weak Separation
Presents as:

- Is unaware of one's definition
- Unsure of one's own likes, dislikes, wants and needs
- Adapts to the desires of others by giving up self and losing your voice
- Puts the needs of others first at the expense of your own self care
- Takes on the responsibilities of others in an effort to avoid others feeling discomfort
- Often feels you are disappointing to others
- Finds it difficult to say "no" or hold to your "yes"
- Values the mission, vision and values of others over your own
- Feels internal conflict and guilt when being defined in tasks and relationship
- Avoids difficult conversations and conflict

Growth Model Continued....



Strong Integration Presents as:

- Makes friends with reality
- Has coping skills that allow integration of grief, disappointment and perfectionism
- Hard realities do not knock you over
- Failures are seen as growth opportunities
- Is able to seek out relational feedback on your harshness to oneself and others
- Accepts hard reality, not just positive reality
- When hard things happen it doesn't disrupt inner balance longer than you would like
- Able to accept 'good enough' in others and yourself
- Able to face significant negative realities in your life/workplace with warmth

Weak Integration Presents as:

- Tends to be hard on yourself when you make a mistake
- Authority figures can rub you the wrong way
- Is aware of failure and grief but lack coping skills
- Has a wake of split-off relationships or jobs behind you
- Has a coping style of minimizing, working harder and shame
- Has entitlement attitudes - "I deserve...."
- Tend to beat yourself up for past failures
- Forgives others but has difficulty forgiving yourself

Strong Mutuality Presents as:

- Views oneself as mutual, on the same level as others
- Life plan is clear with an articulate purpose
- Sees people, knowledge and structure as valuable resources for your success
- Is able to work well in a place of authority and feel equal to those you lead
- Leads others to become more high functioning
- Feels respected by others in authority structure
- Takes calculated risks and is practiced at setting stretch goals with success
- Receives feedback that you have a solid work ethic
- Has a warm and collaborative style of relating. to those in authority and those you lead in a supervisory role

Weak Mutuality Presents as:

- Has unclear life purpose
- Struggles with feeling small and powerless (child stance)
- Often is critical with others (parent stance)
- Can feel one-up or 'big' and have a need to be in control or better than others
- May find it hard to stay on task
- Feels you are better or worse than others
- Doesn't express opinions, preferences and differences with authority figures
- Works to get around rules and guidelines
- Others experience you as judgmental