



DETRIGGERING PROCESS

Workbook for Choosing a Better Response

Being Triggered | Behaviour that is Disempowering

Before we move into the process, it's important to understand the context of why we are working on a "De-triggering" Process. First we need to appreciate that all of us as humans get triggered... From this context, it's important to make the connection between being "triggered" as being in a "dis-empowered" state. Our goal is always to strive for being in an "empowered" state where progress, growth and change are always available to us. Therefore if we are to de-trigger ourselves, we must be able to recognise this behaviour in others as well otherwise this exercise can become "theoretical" and judgemental...

Behaviour |

Which one of these thoughts or emotional states can you identify with easiest?

- ☐ Defensiveness
- ☐ Imposter Syndrome
- ☐ Being silently pi**ed
- ☐ Overwhelm
- ☐ Shutting down
- ☐ Dramatics
- ☐ Self pity
- ☐ Anxiety or worry
- ☐ "Wearing" your stress
- ☐ Blaming or ranting
- ☐ Criticism or judgement
- ☐ People pleasing
- ☐ Sarcasm or eye-rolling
- ☐ Sadness or moping
- ☐ Fear or avoidance
- ☐ Believing your negative self-talk
- ☐ Answering "I'm fine" when people ask what's wrong
- ☐ What else

Triggers |

It's likely the behaviour you selected will be something that you have experienced more than once. Therefore we need to consciously think about what sets-off this reaction, for example:

- Frustration or overwhelm – when we feel pressure to cope with a situation or person
- Fear or avoidance – when we expect the situation to escalate into something worse
- Anger or aggression – when we can't control an outcome that we're trying to achieve
- Shutting down – when we feel like no one else can contribute to fixing our problems

Your turn, what triggers your behaviour such as those listed opposite:

Trigger Awareness | Behaviour that is Disempowering

Thinking about the exercise you've just done, it's important to look at different contexts so we are able to identify when we or others are in a triggered state. [Remember why this is important: when we or others are disempowered, there is no or low possibility of a change in outcome] because we feel self-justified to be feeling the way we feel...

Internal |

Out of 10, How easily can you identify when you get triggered?

1 = I don't really get triggered at all

10 = I see this pattern happening frequently

_____/10

The last time I felt "triggered" was:

e.g. When a client said <...> or when someone did or said <...>

Personal |

Out of 10, How easily can you identify when people you are close to get triggered?

1 = I don't really see it a lot

10 = I see this pattern happening frequently

_____/10

The last time I saw someone I'm close to get "triggered" was...

e.g. When a family member said <...> or when a friend did or didn't do or say...<...>

Professional |

Out of 10, How easily can you identify a person at work who gets triggered?

1 = I don't really see it a lot

10 = I see this pattern happening frequently

_____/10

The last time I saw a someone at work get "triggered" was...

e.g. When a Team member got grumpy when I said...<...>

Empowered vs Disempowered Behavioural States

Thinking about the situations and the person involved when you observed them in a triggered state (from the previous page), what do you see as the benefits or outcomes or results that happen in the aftermath of them going into a triggered behavioural state... And how did you react when having to deal with the person in their triggered state?

Benefits |

What were the benefits or outcomes that resulted from the situation?

Reaction |

What was your reaction when confronted by the person being triggered?

The Detrigger | **Step #1**

Having a process is helpful when our performance and productivity relies very heavily on being in an empowered state. The better we get at maintaining our own empowered state, the stronger and more resilient we become. This is where break-through results become possible.

What Happened |

The purpose of this step is to identify the FACTS only (and remove the FEELINGS). Please start this process by looking at one of your own situations where you identified yourself as being in a "triggered" state.

What happened?

"It started when...

Then...

Then...

Then...

... that was it.

Notes:

The Detrigger | **Step #2**

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What did you make it mean?

Now that we have the steps or "facts" of what happened, we can look at what interpretation we gave those facts.

Remember:

- If other people were involved here, they may or may not have intended for you to feel this way
- If it was a particular situation that arose, then that same situation may or may not have set off the same reaction in other people

"So, based on "what happened"...

I took this to mean...

So that meant...

And if that's the case, then...

... So that's what I made it mean.

Notes:

Critical Point: what you made it "mean" is unique to you... You added the "meaning" to interpret or explain the facts and events of what happened.

The Detrigger | **Step #3**

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What did you make it mean about yourself |

Now that we have added a “meaning” to the facts, have a think about what, BY IMPLICATION or by extension it means about:

- You
- Your ability
- Your accomplishments
- What you think of yourself

“I took this to mean that I’m not or I am or I can’t...

Notes:

Critical Point: our brains are hard-wired to protect us when we react like this. A trigger will always be an attempt to protect ourselves from an insecurity that we don’t want to deal with.

The Detrigger | **Step #4**

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What were the BENEFITS of reacting in this way |

Because our brains are hard-wired to protect us, there will always be a BENEFIT or a PAYOFF associated with our reaction to “what happened”. This will usually be in the form of a feeling or emotion that justifies why we reacted the way we did.

Some examples are:

- I was able to feel self justified
- I got to be right about something
- I was able to make someone else wrong
- I managed to get attention from others
- I got to indulge in a justifiable (or difficult to justify) behaviour
- I was able to excuse my outburst
- Etc

... And at some level, it felt good.

Notes:

Critical Point: All behavioural habits have the same 3 parts: a “trigger” to set it off, a “routine” i.e. the behaviour that we automatically exhibit when we’re triggered, and finally a “reward” that feels good. This step looks at how you “reward” or justify yourself for your behaviour.

The Detrigger | **Step #5**

Having a process is helpful when our performance and productivity relies very heavily on being in an empowered state. The better we get at maintaining our own empowered state, the stronger and more resilient we become. This is where break-through results become possible.

What were the costs:

While there were benefits, they will also be COSTS. Have a think about what your reaction caused and cost in the way of a negative outcome.

What were the costs:

- To yourself...
- To your mood...
- To your relationships...
- To finding a solution...
- To being productive...
- To making a positive start...
- To moving you towards your goals...

"What it cost me was...

... that was it.

Notes:

Critical Point: The costs are often more far-reaching than you think especially when confronted with the people who take their cue from your moods both positive and negative. Often the connection you have with the people you care about are not considered when in a "triggered" state. Also think about the length of time we stay in triggered states which can sometimes takes weeks to recover the mojo we've lost!

The Detrigger | Step #6

Having a process is helpful when our performance and productivity relies very heavily on being in an empowered state. The better we get at maintaining our own empowered state, the stronger and more resilient we become. This is where break-through results become possible.

What are you more committed to

Now we've had a look at the costs and the payoffs, you have awareness across both...

Consider the triggered states that we started with and particularly the ones that you chose as being easiest to relate to:

- ☐ Defensiveness
- ☐ Imposter Syndrome
- ☐ Being silently pissed
- ☐ Overwhelm
- ☐ Shutting down
- ☐ Dramatics
- ☐ Self pity
- ☐ Anxiety or worry
- ☐ "Wearing" your stress
- ☐ Blaming or ranting
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Key Questions:

What alternative reaction could I choose?

What positive actions could be triggered as a result?

How will I choose this reaction next time I get triggered?