

How your *Strongest* Style Creates **Natural Conflict** in your Practice

When you have a strong personality pattern (i.e., you are strong in *one* rational style and moderate to weak in the other three) you can naturally conflict with others. And as you know, strong directors and relators are opposite—strong socializers and analyzers are opposite.

We all experience conflict, annoyance, irritation, etc., with others because of our opinions, preferences, etc. But, there is also a “natural irritation” caused by interacting with people whose strongest rational style is opposite to ours. We may want to be with a special person for many reasons although; we may resent their *reactions*, especially when distressed. When distressed, our reactions are dictated by our strongest style and when we are with someone strong in the opposite strongest style we experience natural irritation. Usually, we can live with this natural irritation as long as it doesn't last too long. The more time we spend together the more this natural Irritation builds and thus; it is best to limit our time with our opposites. This is not easy when married or coexisting together even if we really enjoy each other and enjoy participating in the same aspects of life. The key is to limit ones time together, especially when distressed until it passes. Below are charts containing the attributes of opposite styles; it is obvious why they are opposite.

Conflicting *style attributes* are listed below in order from most to least conflicting.

<i>Style Attributes</i>	Director Style Attributes	— Conflict With —	Relator Style Attributes
Motivation #1:	Self-directed: I reject other's beliefs if different from mine		Others-directed: I embrace other's beliefs
Motivation #2:	Self-concerned: only my needs are important		Others-concerned: others needs are crucial
Motivation #3:	Decisive: I make decisions and get results		Indecisive: I leave decision-making to others
Task vs. People:	Only Tasks Matter		Only People Matter
Attitudes:	aggressive, arrogant, controlling, critical, demanding, distant, dominating, faultfinding, temperamental		amiable, compassionate, considerate, empathetic, patient, sympathetic, tolerant

<i>Style Attributes</i>	Analyzer Style Attributes	— Conflict With —	Socializer Style Attributes
Motivation #1:	Loss/pain: I avoid loss or pain		Gain/pleasure: I seek out gain/pleasure
Motivation #2:	Necessities: I do what I am obligated to do		Possibilities: I do what seems gratifying
Motivation #3:	Differences: I distrust most situations		Similarities: I trust most situations
Task vs. People:	Task		People
Attitudes:	cautious, conventional, diligent, disciplined, introspective, logical, methodical, meticulous, modest, negative, preparative, reserved, respectful, self-conscious, self-controlled, shy, tactful, tedious, thrifty, touchy		boisterous, capricious, carefree, careless, charming, creative, enthusiastic, exaggerative, exciting, expressive, fickle, generous, impulsive, inspiring, inquisitive, persuasive, playful, positive, talkative, and teasing

Over time, people can live with this natural irritation in a non-stressful relationship, but not in a stressful relationship. This is one reason why people get divorced/estranged. Strong socializers and strong analyzers sharing a stressful life together tend to have short-term relationship: less so with strong directors and strong relators. Strong directors and strong analyzers (both task-oriented) and strong relators and socializers (both people-oriented) tend to have long-term relationships.

This natural irritation exists within ourselves we have two weak styles plus two strong styles that are opposite. We have internal conflict when we have opposite strong director and relator styles or opposite strong socializer and analyzer styles. Our reactions then to oscillate back and forth between the motivations, etc., of these opposite styles making life difficult, especially in stressful situations involving people and tasks.

Most of this conflict occurs when we are distressed, so it is important to recognize our distress. When we are distressed we tend to overuse our strongest emotion: directors are more angry/enraged; analyzers are more frightened/terrified; relators are more sorrowful/despaired; and, socializers are more joyful/ecstatic. By being aware of our distress instead of denying it we can stop, take a couple of deep breaths, clear our head and react more appropriately. If you know that you are going to be in a stressful situation *tomorrow*, use the technique in the “Using Mindset to Control Your Emotions” pearl:

http://www.thebio-engineeringco.com/index.php?option=com_k2&view=item&id=219:using-mind-set-to-control-your-emotions&Itemid=766

If your team is distressed too much due to a poor schedule or use of team members in inappropriate positions or due to team members that really don't belong in your practice then take the appropriate steps to resolve it. It also helps to know how to resolve conflict when it occurs; refer to the “Resolving Conflict” management pearl:

http://www.thebioengineeringco.com/index.php?option=com_k2&view=item&id=269&Itemid=766

I hope that this helps you to reduce the natural irritation that *will* occur in your practice, especially when you are distressed.