




---

---

---

---

---

---

---




---

---

---

---


---

---

---

### Why this topic

- After years of reflection after retirement and coaching clients the most commonly asked questions are:
  - Why does he/she act this way?
  - How can I cope with this behavior?
  - Should I leave or how do I stay?




---

---

---

---

---

---

---

### Let's try this poll thing

- Have you ever or currently have asked the question: Why does he/she act that way?
- Yes
- No




---

---

---

---

---

---

---

### Let's do another

- Have or do you currently have a person at work or in your personal life that really says or does things that really irritate you?
- Yes
- No




---

---

---

---

---

---

---

### Human Behavior: Everyone has a story

- We all have a story
- This story influences our behavior
- We remember good things but never forget our pains and losses
- We are like swiss cheese. Are you regular swiss or baby swiss




---

---

---

---

---

---

---

## My story, your story, Everyone has a story

- Our story influences our perception and growth from our pains, fears, joys and happiness. In combination with our story we carry with us and the person's role they have in their profession and personally usually drives a person's behavior.
- We all have a need to feel a sense of belonging, a sense of security and a sense of self worth




---

---

---

---

---

---

---

---

## Belonging

- We all want to feel like we are a part of something, some group, some thing that feeds our sense of self worth or just provides us with plain old fun.
- Changes in our roles and organizations impact our feelings of belonging
- We can fool ourselves thinking we don't need to belong to anything




---

---

---

---

---

---

---

---

## Belonging

- What group or thing gives you a sense of belonging?
- Does your work give you a sense of belonging?
- How?
- When you perceive this to be threatened how do you feel?
- How does your behavior change?




---

---

---

---

---

---

---

---

## Poll question

- When your sense of Belonging is threatened or low how does your behavior change?
- A) I get angry
- B) I feel sad and don't want to talk to anyone
- C) I am shorter tempered and say mean or snide comments
- D) I don't give a rat's butt




---

---

---

---

---

---

---

## Safety/ Security

- Safety is the feeling that no one will threaten or hurt you physically. Just an observation again and also my story.
- Security is more modern day sense of safety. I have my house, health, family, a good job, I can afford what I need and I love my role as ..... I am doing well. How dependent are these things to my sense of security?
- My story teaches me that Security is a great feeling however is basically an illusion.
- How do you feel when your security is threatened? What is your behavior like?




---

---

---

---

---

---

---

## Poll question

- When your sense of Security is threatened or low how does your behavior change?
- A) I don't trust anyone and do not let anyone know
- B) I feel sad and want to talk to anyone that will listen
- C) I am shorter tempered and say mean or snide comments
- D) I don't give a rat's butt
- E) More than one of these




---

---

---

---

---

---

---

## Esteem

- Let's just call this a given. Everyone wants to have a high self esteem. When or how they get it is more the issue.
- When or how they get their self esteem is really influenced by their on going story.
- Do not confuse arrogance, fear creating, positional power chest thumping as a person with high regard for themselves or have high esteem. The more they use these and the behavior associated with them to lead generally the less self esteem they have .
- We all have a story.




---

---

---

---

---

---

---

## Self Esteem

- This is simply how we feel about ourselves.
- We experience levels of self esteem. Depends on when and how it gets tested to know where we are.
- Sometimes a role or position can feed this to an unhealthy point.
- This is the dreaded EGO!!!




---

---

---

---

---

---

---

## Self –Actualization vs. Self esteem

- Self actualization is a much more elusive creature than the others.
- If you are self actualized then where do you go from here?
- Process not a destination
- **BOTTOMLINE:** Comfortable in who you are in any circumstance.




---

---

---

---

---

---

---

## Let's get to real life, Please!!

- Our stories and where we are in our illusions will drive our behaviors.
- Most persons operate in what I call one of 3 based behaviors. These behaviors are consistent with where you are at the moment given your story and the feelings you have.
- The 1<sup>st</sup> is a Fear based behavior
- The 2<sup>nd</sup> is the drama/crisis based behavior
- The 3<sup>rd</sup> is a trust based behavior.




---

---

---

---

---

---

---

## Fear based behavior

- Let's be clear, we are talking about behaviors that you experience from others.
- Fear based behavior:
  - Creates huge positional power statements, "I am your CEO and I decide what we are going to do". "Sacred cows make great hamburgers"
  - Creates judgemental and/or personal derogatory statements: "You are not good at ....", "You need to understand....."




---

---

---

---

---

---

---

## Fear Based Con't

- A person consistently using fear based behavior is easiest to manipulate as they are so predictable.
- Generally low self esteem, fear loss of security, belonging,
- They need to feel needed or feed the beast.




---

---

---

---

---

---

---

## Drama or Crisis Based Behavior

- I need some crisis in my life or some drama in my life to help me feel like I belong.
- Again our story influences our behavior here.
- These behaviors and statements exhaust you if you are not ready for them.
- Crisis people feed off crisis and sometimes need it. They usually only get directive when there is a crisis however if there is no crisis, they usually try to create one.
- Drama people mirror crisis people however they usually use more feeling or emotion words to suck you into their drama. Again they need you to belong.




---

---

---

---

---

---

---

---

## Trust based behavior

- SO I bet you think I am going to imply that everyone should be here. Nope
- This behavior can frustrate others by their sweetness and trusting nature that at times might become unrealistic or frustrating to the other 2 types we described.
- Trust based behavior is inclusionary, positive, building up everyone and when over the top can be unrealistic and non-productive. You just might not trust them.
- This behavior pattern is not always from someone with high self esteem, a firm sense of belonging or for sure the person may be far from self actualizing. They usually have a firm illusion of security.




---

---

---

---

---

---

---

---

## Let's put them together

- The person's story, sense of security, belonging impacts a person's self esteem which influences their behavior.
- Example: lower self esteem yields fear based behaviors due to self-preservation.
- A person who has a threatened or insatiable need to belong will generally be a crisis or drama person and use trust based statements that may not be sincere




---

---

---

---

---

---

---

---

## Putting them together

- A person with a balanced ego, realistic satisfaction with the illusion of security and belonging yields trust based behavior driven by a sense of responsibility.
- All of these in balance are not unreasonable, out of balance they are crazy making
- ALL of these and combination of them is why people do THAT!!




---

---

---

---

---

---

---

## The Key to behavior

- The key to a person's behavior is driven more from their story and how it impacts their satisfaction of their needs.
- **Bottomline:** everyone is going to at some time say something that upsets you. When they do you have a choice to make.




---

---

---

---

---

---

---

## So you think you can change me?

- You more than likely have no influence on how someone behaves or what they say.
- Thus your first choice is: Realize that the only power/control I have is how I come to their behavior not how to change it.
- Your second choice is to : React with equal or greater emotion or Act from a sense of reason and true self.




---

---

---

---

---

---

---



## React vs. Act

- To all statements, behavior, situations we can react to them or act from within ourselves to them.
- React: STIMULUS → EMOTION  
← RESPONSE




---

---

---

---

---

---

---

## React vs. Act

- Act:
  - Stimulus → Emotion  
↓  
Sit with it/Breath/ Who am I/Why  
↓  
Act




---

---

---

---

---

---

---

## Example of Act

- A word about anger:
  - Anger is a secondary emotion. Underlying emotion may be fear, unresolved pain, etc.
  - Some one says something that makes you angry. Do you respond in anger back? What does that usually result in. More anger? Does it feel good in the long run?
  - If some one says something that makes you angry. Can you not respond immediately? Breath, ask why you feel that way and then respond from peace or your true self and your boundaries. THIS IS ACT.




---

---

---

---

---

---

---

## Tools and Techniques

- YOU CANNOT CHANGE A PERSON'S BEHAVIOR YOU CAN ONLY CHANGE HOW YOU COME TO IT.
- Understanding we all have a story, we all have a role that we believe dictates behavior
- Welcome the process of ACT




---

---

---

---

---

---

---

## The process of ACT

- Why did they do that? Did I prompt the behavior?
- How did that make me feel?
- Why do I feel this way?
- How or do I want to respond?
- Am I responding from my true self/who I really am




---

---

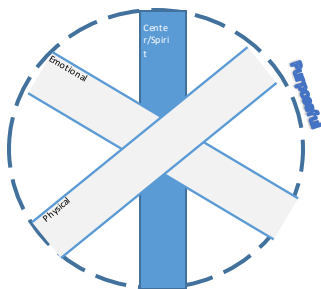
---

---

---

---

---




---

---

---

---

---

---

---

## Tools and Techniques

- Learn to live and live to learn
- From your true self, set your boundaries and understand where they come from




---

---

---

---

---

---

---

## Tools and Techniques

- The power of breathing
- Using tactical practices to bring you to center
- Act from within




---

---

---

---

---

---

---

## Conclusion

- We all have a story that impacts how we behave and how we respond to behavior
- You are loved cared for and worth it.
- We are all on the journey together whether we want to be or not
- Be kind, listen to one another, and BREATHE
- God Bless and enjoy the journey




---

---

---

---

---

---

---

## Peace on the Journey

- Questions/thoughts/diving deeper

- Tom Stofac:
  - Email: [Tjstofacjr59@gmail.com](mailto:Tjstofacjr59@gmail.com)
  - Phone: (614) 332-5282



---

---

---

---

---

---

---