

THE 4-STEP PASS PROCESS

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1: Pause

As a meeting is unfolding and you feel triggered or overlooked, take a pause. The pause may be in your own internal dialogue. It helps to get focused on your breathing. Exhale and Inhale!

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2: Ask

Ask yourself: *Why am I having this response right now? Who am I in this situation, and who am I on this team?*

Understanding your own Archetypes and the patterns of others on the team provides a common language. You can identify which pattern you are in when you are excited or upset, and more easily identify the pattern that's driving each of your teammates.

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3: Shift

Instead of experiencing someone else as offensive or non-inclusive and using their patterns against them, consider how your reactions are informed by your own Archetypes. In this moment, can you let go of judgement and labeling and shift into the recognition of what's missing, what's not working for you, and what you need?

Do you need to shift into a different one of your Archetypes?

As you make this shift internally, the energy of the conversation also shifts. You are ready to communicate in a way they can be heard and will move the team forward.

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4: Speak

Now you can reenter the conversation – ask clarifying questions and provide your perspective on what you heard. Here the language of Archetypes is particularly helpful. You can state which pattern you are in, and what you pattern needs to have addressed.

For example – “My Caregiver is concerned that not everyone’s needs are met,” or “My Explorer feels like we need to be open to other opportunities” or “My preference as a Revolutionary is to stop doing the things that we know haven’t worked before.”