

PRESSURE RESPONSE STYLES



The Container

Holds the system.
Sets boundaries.

YOUR SHADOW:

Care → Over-accommodation



WHEN PRESSURE RISES, YOU TEND TO...

Create space for others to process, breathe and regroup. You stay calm, grounded and steady when the situation feels heavy. You hold the emotional weight so others don't have to carry it alone. You listen deeply, help people make sense of what's happening, and pace the team so it doesn't push past its limits.



WHAT THIS GIVES YOUR TEAM

Emotional safety and the ability to function without burning out. You create a stabilising environment where people feel seen, heard and supported. This builds trust, strengthens relationships and improves resilience. Teams that feel held together can stay in the challenge longer and perform more sustainably.



THE RISK WHEN THIS STYLE DOMINATES

The needs of others come before the needs of the mission. You absorb too much and set too few boundaries. Performance standards may soften to preserve harmony. Difficult conversations get delayed. Over time, the team becomes dependent on your presence and support. You carry more than you can sustain.



YOUR BLIND SPOT

You may not see how much you overgive at your own expense. You believe you are supporting the team, but you may actually be shielding them from the discomfort they need to grow. You struggle to say no or to hold people accountable.



WHAT SHIFTS WHEN YOU'RE AT YOUR BEST

You hold space and hold standards. You care deeply without rescuing. You set clear boundaries and create space for others to step up. You help the team build resilience by facing the challenge together. Your calm presence becomes a catalyst for collective strength.