

PRESSURE RESPONSE STYLES



# The Diplomat

When tension rises,  
you build the bridge.

YOUR SHADOW:

Harmony → Avoidance



## WHEN PRESSURE RISES, YOU TEND TO...

Look for common ground and ways to keep relationships strong. You read the room, sense the undercurrents, and work to reduce friction. You translate between perspectives. You defuse tension before it escalates. While others lean into debate or direction, you lean into connection and alignment.



## WHAT THIS GIVES YOUR TEAM

Cohesion, trust and the ability to navigate complexity without fracturing. You're the leader who helps diverse people stay connected and moving in the same direction. You strengthen relationships across differences. You create the social glue that makes collaboration possible, especially when stakes are high and emotions are charged.



## THE RISK WHEN THIS STYLE DOMINATES

Conflict gets minimised or avoided rather than addressed. Important conversations don't happen. Decisions get watered down to keep everyone happy. The team confuses politeness with progress. Over time, unresolved tensions build beneath the surface.



## YOUR BLIND SPOT

You may not see how your desire for harmony prevents the team from having the debate it actually needs. You prioritise short-term smoothness over long-term clarity. You absorb tension instead of surfacing it.



## WHAT SHIFTS WHEN YOU'RE AT YOUR BEST

You create safety for candid conversation, not just comfort. You name the tension and help the team work through it constructively. You advocate for clarity as an act of care. You build bridges and ensure they lead somewhere.