

PRESSURE RESPONSE STYLES



The Firefighter

Acts fast.
Solves the urgent.

YOUR SHADOW:

Reaction → Burnout



WHEN PRESSURE RISES, YOU TEND TO...

Jump in and take action. You move quickly to put out fires and fix what's broken. You focus on what needs to be done right now. You step up when things get chaotic and get the team through the crisis.



WHAT THIS GIVES YOUR TEAM

Speed, reliability and a sense of safety in emergencies. You are the one people count on when things go wrong. You protect the team and keep things moving. You get results when time and resources are tight.



THE RISK WHEN THIS STYLE DOMINATES

You stay in constant reaction mode. You may overlook the root causes and focus too much on short-term fixes. The team can become dependent on you in a crisis. Over time, this can lead to stress, burnout and unstable progress.



YOUR BLIND SPOT

You may not see how staying in emergency mode prevents long-term solutions. You believe urgency is the highest value, but constant firefighting can create chaos and exhaustion. You struggle to slow down and plan ahead.



WHAT SHIFTS WHEN YOU'RE AT YOUR BEST

You use your speed with strategy. You act decisively and fix the urgent while preventing future fires. You help the team stay prepared and resilient. You create systems that reduce crises so the team can thrive.