

Virginia Satir coping stances i.e. behavior tendencies under stress



Coping stance

Missing perspective

Potential signs that someone has this coping stance

Contribution to the congruent stance

ways to help this coping stance become congruent

MBTI® Temperament
*For those who find that model useful



Blaming



- Blames other people: "It's your fault!", "Why didn't you?", "It's because you/they...", "It would have worked if only they had..."
- Takes no responsibility for the situation
- Complains, dictates, and potentially bullies
- Labels and judges
- Challenges and criticizes head on

Assertiveness

- Help her see how blaming only makes things worse
- Help her see her responsibility
- Point out the positive intent behind people's behavior
- Help her see understand the other's needs
- Help her regain a sense of belonging / confirm to her that she's safe
- Ask elevating questions that focus forward. "Instead of focusing on who did what, what do we need to do now?"

xSxJ
(Guardian)



Placating



- Victimizes herself
- Agrees with everything "I think all ideas are good"
- Takes blame: "I'm sorry / shouldn't have"
- Tries to please everyone
- Does not inject her ideas

Caring / Empathy

- Express and validate how important she is
- Stop her from taking the blame
- Help her express what she wants and thinks
- Help her set boundaries and maintain integrity in her ideas.
- Help her see that her contribution is necessary in order for the solution to become good

xUFx
(Idealist)



Super reasonable



- Disregards emotions and individual needs when making decisions
- Looks for the ONE correct answer
- Becomes irritated at emotional displays
- Not willing to give up control/power of the situation

Logic

- Show them how emotions and individual needs are parts in the system they are trying to improve that need to be factored in
- Give them feedback on how lack of emotional display affects the group's ability to solve problems negatively
- Give them feedback that they are being super reasonable
- Confirm that you trust their judgement and that they're in control

xUTx
(Rational)



Irrelevant



- Changes topic/subject frequently
- Interrupts people
- Does things completely different than what was planned
- Makes jokes at inappropriate timings
- Does various things to get attention

Creativity

- Provide structure in different ways e.g. remind her of the goal, make the goal smaller and more concrete, create an agenda and write it on the whiteboard
- Help her understand that a natural response to her behavior might be excusable
- Create a parking lot so that her ideas can be discussed at a later time
- Offer feedback about how her behaviour affects the group's productivity and motivation

xSxP
(Artisan)