

Unit 3: Mismatch Patterns

⌚ Module	Module 1.5: Personality & Energy Profile
# Unit Number	3
⌚ Types	Video Lesson
⌚ Mandatory	<input checked="" type="checkbox"/>
📁 Archive	<input type="checkbox"/>

Unit 3: Mismatch Patterns

[Module 1.5: Personality & Energy Profile](#) | [Video Lesson](#)

Unit Overview

Now that you know your wiring, it's time to learn how to **spot mismatch patterns** before they drain you.

This unit teaches you how to recognize the warning signs of environmental mismatch and how to course-correct before burnout or relapse.

Learning Objectives

By the end of this unit, participants will:

1. Identify the early warning signs of mismatch on each axis
 2. Understand the difference between temporary discomfort and chronic mismatch
 3. Learn strategies for addressing mismatch when you can't leave the environment
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Unit Contents

Video: The Cost of Mismatch (8-10 min)

[Video: The Cost of Mismatch \(8-10 min\)](#)

What it covers:

- What happens to your nervous system in chronic mismatch
 - The progression from discomfort → adaptation → burnout → relapse
 - Real examples of mismatch leading to breakdown
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Worksheet: Mismatch Inventory

[Worksheet: Mismatch Inventory](#)

What it includes:

- A diagnostic tool to assess current environment fit
 - Red flags for each axis
 - Action steps for addressing mismatch
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Warning Signs of Mismatch (By Axis)

Structure Mismatch

If you're RIGID and in a FLUID environment:

- You feel constantly anxious and destabilized
- You can't relax because you never know what's coming next
- You spend mental energy trying to create structure where there is none
- You resent the lack of systems and predictability

If you're FLUID and in a RIGID environment:

- You feel trapped and suffocated
 - You rebel against routines or quietly disengage
 - You fantasize about quitting or breaking free
 - You feel like you're wearing someone else's clothes
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Stimulation Mismatch

If you're HIGH-STIMULATION and in a LOW-STIMULATION environment:

- You're bored to the point of physical discomfort
- You start seeking stimulation elsewhere (substances, chaos, risky behavior)
- You create drama or crisis just to feel engaged
- You check out mentally and go through the motions

If you're LOW-STIMULATION and in a HIGH-STIMULATION environment:

- You're constantly overwhelmed and exhausted
- You fantasize about quiet and calm
- You burn out quickly and can't recover
- You start avoiding work or isolating

Social Energy Mismatch

If you're INTROVERTED and in an EXTROVERTED environment:

- You feel drained after every workday
- You have no energy left for anything else
- You start avoiding social interaction outside of work
- You feel like you're performing all day

If you're EXTROVERTED and in an INTROVERTED environment:

- You feel lonely and isolated
- You seek social interaction constantly (even unproductive)
- You feel unmotivated and deflated
- You wonder if something's wrong with you for needing people

Control Mismatch

If you're AUTONOMOUS and in a GUIDED environment:

- You resent being told what to do
- You disengage or rebel against direction
- You feel stifled and constrained
- You question every decision from leadership

If you're GUIDED and in an AUTONOMOUS environment:

- You feel lost and overwhelmed
 - You second-guess every decision
 - You crave feedback and direction constantly
 - You feel like you're on an island
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Temporary Discomfort vs. Chronic Mismatch

Temporary discomfort = Growth

- You're stretching into new skills or behaviors
- It's uncomfortable but not draining
- You recover quickly with rest
- You can see the purpose and end point

Chronic mismatch = Drain

- You're fighting your wiring daily
- It drains you even when you rest
- You rely on coping mechanisms (substances, overwork, avoidance)
- There's no end in sight

The key question: "Am I growing, or am I just surviving?"

What to Do When You're Mismatched

Option 1: Leave the Environment

If you have the resources and flexibility, this is the cleanest solution. Design your next move for better fit.

Option 2: Modify the Environment

If you can't leave yet, see if you can adjust:

- **Structure mismatch:** Create your own systems (if Rigid) or negotiate flexibility (if Fluid)
- **Stimulation mismatch:** Add or reduce intensity where you can (side projects, pacing adjustments)
- **Social mismatch:** Protect solo time (if Introverted) or find co-working opportunities (if Extroverted)
- **Control mismatch:** Negotiate autonomy (if Autonomous) or find a mentor (if Guided)

Option 3: Create Fit Outside of Work

If you can't change your work environment, create fit in other areas:

- Hobbies, side projects, volunteer work that align with your wiring
- Protect your off-hours for recovery and alignment

The goal is to minimize cumulative mismatch. You can tolerate some mismatch if other areas are aligned.

Facilitation Notes

Key Messaging:

- Mismatch is not failure—it's a design problem
- Temporary discomfort is growth; chronic mismatch is drain
- You have more control than you think—start with small adjustments

Discussion Prompts:

- "Can you identify a current or past mismatch you're experiencing?"
- "What's one small adjustment you can make this week to reduce mismatch?"

Tribe Role: Normalizers. The group's job is to affirm that mismatch is common and solvable, not a personal flaw.

What's Next

After this unit, participants move to:

- **Unit 4: Building Your Operating Rules** (creating your own non-negotiables based on your wiring)