Managing Your Triggers

A. Your Fire Drill

In the future, when your triggers fire off, what can you do to manage them? Identify two or three things you can do in the immediate moment to recognize that you are triggered and to feel safer or calm. You may need different actions for each trigger. The goal is to have a plan for each of your top four to six triggers.

Trigger #1: Fire Drill: 	Trigger #4: Fire Drill:
Trigger #2: Fire Drill: 	Trigger #5: Fire Drill:
Trigger #3: Fire Drill: 	Trigger #6: Fire Drill:

B. Heal Your Triggers

Next, take the top two triggers that you experience at work and/or your role as a leader. We're going to explore their history—the goal is to find the source of the trigger—the original time something happened that created this sensitivity. Other people or situations may have been deepening the trigger over time, but all triggers have a source. For some, you will immediately know the origin. But if it's not clear, follow the path back in time: think about previous times that were similar and keep going back until you feel that you have discovered the first one. Jot down what happened, who was involved, and how it made you feel.

Trigger: Trigger:

Now that you have found the source, reflect on how else that original situation affects you. How does it show up in your life? How is it reflected in your beliefs about yourself and the world? How has it limited your experiences or opportunities?

Trigger: Trigger:

Finally, how would you like to transform this trigger? Triggers can significantly shift or even disappear if we deal with the source of the issue. Some effective strategies include working with a coach or therapist. If the trigger is particularly traumatic, techniques such as EMDR and Brainspotting

(https://brainspotting.com/) have been proven to be very effective in reducing the lingering physical and emotional effects of trauma. Create your action plan for how you will transform each trigger.

Trigger: Trigger:

If you wish, you can repeat this exercise with your remaining triggers.