

# The Weekly Skillet

Serving Up New Choices For Your Life!

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## The Main Course



Richard Jorgensen, CEO

### Why Teams go into and out of Control...

**Teams** are made up of many individuals working towards a common goal. Therefore, the effectiveness of the team is the sum of each individual person! If any person or persons are *into or out of control*, the whole project suffers accordingly.

Control wears two different masks: passive and aggressive. Passive-Aggressive is usually described as a behavior pattern of an individual. In our courses, we are looking at passive-aggressive in the context of the interaction of two or more people at home or at work.

It is important to remember that the objective for both the passive and the aggressive person is to control the other.

The aggressive person controls by rendering the passive person helpless. The passive person controls by rendering the aggressive person hostile.

The ingredients for an interesting game of control are now present. The aggressive person is busy managing, being in charge of everything, and being overly responsible. The passive person may react by building walls of silence and not telling the aggressive person what they are really thinking.

The passive person may react to direction by refusing to proceed until all the details are explained and understood. The passive person may wait until some other problem is solved insisting that something else has to be done first. The passive person will almost always remain silent about what they will or will not do. What is really going on is a subtle game of passive-aggressive control.

The aggressive person is trying to control the outcome by taking charge. The passive person is trying to control by refusing to take responsibility or be supportive.

The aggressive person begins to exhibit anger, and then feels guilty about their expressed anger. The passive person adds fuel to the fire by using blame, criticism, or hurt-silence. Since the aggressive person is exhibiting the noticeable behavior, they are the one who is judged. The underlying hidden agenda of the passive player is to escape judgment.

The passive person usually ends up full of guilt and fear. The aggressive person tries to push through the task and ends up full of anger and resentment.

**This passive-aggressive cycle becomes a game, and control is the object of this game.**

**No one ever leaves the game because neither person can get control of the other.**

**No one wins the game, so the game goes on and on.**

The passive-aggressive game tares apart teams and creates chaos and confusion in organizations.

**We invite you to Experience an Extraordinary Process that gets to the ROOT of control and weeds it out!**

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