The Drive Toward “We”

High Assertiveness   
Low Assertiveness

Concern for Self

Aggressive/ Rigid Controlling

Synergistic - Integrated Collaboration of Equals

Compromising
Ordinary Movement towards Balance

Indifferent/ Withdrawn
Low Level Commitment
       Loss of Self
Co-dependent/ Accommodating

Low Cooperation

Concern for Other

High Cooperation

Low

Autonomy
Separateness
Independence
Personal Space
Personal Development
Distance
Time with Self
Self - reliance
Solitude
Personal Identity
Boundaries
Individuality
Freedom
Self-sufficiency
Private
“l”

Intimacy
Togetherness
Interdependence
Proximity/ Touch
Relationship Development
Closeness
Time with Other
Teamwork
Affiliation
Adaptability
Boundary Dissolution
Mutuality
Structure
Reciprocity
Open
“We”
**Differentiation - Holding on to Yourself**
(Autonomy, Integrity, Authenticity)

- Knowing who you are, what you value and believe
- Being willing to speak it & to stand in your truth
- While under strong pressure to change/ not change
  
  **AND**

- Having the capacity to stay connected/ engaged with your partner

**Practices**

- **Self Soothing:** Breathing, grounding, managing your anxiety, calming yourself down/ not working yourself up.
- **Self Validating:** Not being dependent on your partner’s agreement, validation or emotional support.
- **Not Getting Infected:** with your partner’s anxiety/reactivity, staying present and stable.
- **Self Confronting:** Facing yourself and reality head on, courageously acknowledging your weak areas, mistakes and smallness to yourself and your partner. Holding your own feet to the fire of growth (so that you can become the kind of person who is capable of creating the kind of relationship you want.)
- **Shifting the Focus to:** Becoming the right partner rather than finding the right partner. Being accountable and growing up. Tolerating the pain of growth.

---

Compiled by Donna Miller of Inner Action Training & Counseling - based on the work of David Schnarch, PhD

---

**Growth Cycle - The Unknown**
Erratic Feelings
Fear/ Excitement
Testing of Integrity
Disorientation
Confrontation

**Tasks:**
- Differentiation
- Tell Truth and Be Truth
- Develop Resilience to Change
- Create a Deep & Wide Reservoir of Goodwill

**Comfort Cycle - The Known**
Time to Integrate/ Feelings of Security
Reflection/ Rest/ Stability
Consolidation of Gains
**Too Long:** Lack Intimacy/ Unresolved Issues
Boredom/ Withdrawal/ Avoidance

**Anxiety - Door to Growth**
Urge to Return to Comfort

---

**Anxiety - Door to Growth**
Urge to Return to Comfort

---