

## Common Examples of Triggering Events

**Directions:** On a scale of 0-10, reflect honestly and score the level of trigger next to each event.

**Context:**

Orientation Leader

Friend/Peer/Sibling/Co-worker/Etc.

0 = No emotional response

1 – 2 = Mild level of emotional reaction

3 – 4 = Low-moderate degree of emotional reaction

5 – 6 = Moderate degree of emotion reaction

7 – 8 = High degree of emotional reaction

9 – 10 = Extremely high level of emotional reaction

**When other individuals:**

\_\_\_\_\_ Make insensitive, stereotypic, or offensive comments.

\_\_\_\_\_ Act in ways that are racist, sexist, homophobic, classist, etc.

\_\_\_\_\_ Interrupts or speaks over me or those around me.

\_\_\_\_\_ Dismiss my point or that of those around me.

\_\_\_\_\_ Demonstrate disruptive behavior including joking, side conversations, or laughing at me or those around me.

\_\_\_\_\_ Make snide or sarcastic comments.

\_\_\_\_\_ Are belittling or demeaning.

\_\_\_\_\_ Demonstrate domineering or controlling behavior.

\_\_\_\_\_ Demonstrate bullying or threatening behavior.

\_\_\_\_\_ Are arrogant or self-righteous.

\_\_\_\_\_ Are patronizing or condescending.

\_\_\_\_\_ Have a very blunt or impersonal style.

\_\_\_\_\_ Have an aggressive or forceful style.

\_\_\_\_\_ Try to derail a planned format or agenda.

\_\_\_\_\_ Refuse to participate in discussions or activities.

\_\_\_\_\_ Are silent, shutdown, or withdrawn.

\_\_\_\_\_ Are "set in their ways" or unwilling to shift their perspective.

\_\_\_\_\_ Only focus on their intent, and not the impact of their behavior.

\_\_\_\_\_ Refuse to consider feedback from me or others.

\_\_\_\_\_ Experience or express deep emotions of pain, grief, or anger.

\_\_\_\_\_ Express anger related to something I did or said.

\_\_\_\_\_ Are engaged in an intense, emotional conflict with me or others.

\_\_\_\_\_ Challenge the validity of the information or statistics being presented.

\_\_\_\_\_ Strongly disagree with what I am saying.

\_\_\_\_\_ Question the usefulness of an activity or discussion.

- \_\_\_\_\_ Criticize my style, design, or approach.
- \_\_\_\_\_ Question my competency.
- \_\_\_\_\_ Call me racist, sexist, homophobic, classist, etc.
- \_\_\_\_\_ Criticize or minimize efforts related to diversity, inclusion, and social justice.
- \_\_\_\_\_ Dismiss the conversation as political correctness.
- \_\_\_\_\_ Portray themselves as the "victim" of "reverse discrimination".
- \_\_\_\_\_ Defend members of dominant groups that are acting out of prejudice.

**Personally, when...**

- \_\_\_\_\_ I make a mistake or error.
- \_\_\_\_\_ I do or say something biased, offensive, or oppressive.
- \_\_\_\_\_ I do not know the answer to a question.
- \_\_\_\_\_ I do not know how to respond to a situation.
- \_\_\_\_\_ I start to cry.
- \_\_\_\_\_ I believe a conversation is about to get out of control.

**When a co-worker...**

- \_\_\_\_\_ Is experiencing deep emotions.
- \_\_\_\_\_ Mismanages a work activity or makes a mistake helping someone.
- \_\_\_\_\_ Makes an offensive or stereotypical comment.
- \_\_\_\_\_ Steps in as I am helping someone and takes over.
- \_\_\_\_\_ Tries to correct, coach, or criticize me in front of customers or our peers.
- \_\_\_\_\_ Is silent or disappears when someone walks in or there is work to be done.
- \_\_\_\_\_ Takes credit for my or another staff member's ideas or work.