

About the Relationship Style Report

The information in this report will provide you with powerful insight into your Relationship Style, based on the Striving Styles™ Personality System. You will learn how your Style strives to get its needs met in relationships and daily life; what your need satisfiers and dissatisfiers in relationships will be, and how you will strive to get your needs met through communication, conflict, romance and intimacy.

This Relationship Style Report will help you to understand how the Performer Style behaves in relationships, both when self-actualizing, and when being self-protective. This information helps you choose the behaviors that are most likely to move you toward desired outcomes, so you can consciously shift to self-actualizing behaviors, negotiate to get your needs met and become who you are meant to be! It also gives tips for the people you are in relationship with, so that they know how to respond to you, and how to ensure your predominant need is satisfied.

BASED ON THE PERFORMER STRIVING STYLE, THIS REPORT HELPS YOU TO:

- Build awareness of the innate needs that drive your behavior in relationships
- Understand how your inner impulses, attitudes and behaviors influence your relationship style
- Look beyond your behavior to the emotions and needs that cause it
- Learn what activates your self-protective behaviors in relationships
- Examine your relationships to determine if they are meeting the predominant need of your Style
- Understand how to create the conditions in your relationships in which you are most likely to thrive



You'll find lots more resources to help you to leverage your Squad and realize your potential at WhoAreYouMeantToBe.com.

Part 3

Relationship Style of the Performer

Charismatic and charming, Performers live their lives for their audiences. For them, “All the World’s a Stage,” and they explode into life with color and a flair for the dramatic. Achieving goals that others dare not dream of, they live inspired lives and in turn inspire those they are in relationship with to reach for the stars.

The Performer’s predominant need is to be recognized. You can easily identify Performers by the way they capture the attention of others. They are quick to engage and entertain, and their enthusiasm for whatever they are talking about is contagious. They are the most energetic of the Striving Styles, seemingly ready to take on the world at a moment’s notice. They do not just “do” things; they perform them and then look for the recognition they need for having done such an outstanding job!

Performers need to be the “Star” in whatever situation they find themselves in. They need to express themselves and often do it in a very creative fashion. Because of their need for recognition, Performers will strive to achieve whatever gets them attention in a particular social environment. This means that they can seem like a different person in each relationship they have, adapting to what others want or expect of them in order to please the other person and to gain validation. They love to stand out, so being average is an insult to them and they would rather be on the outside of a social group than just one of the crowd.

Highlights of the Performer Relationship Style

Driven by a need to be recognized

Inspire & motivate others

Energetic & outgoing

Achievement & goal-oriented

Enjoy being centre of attention

Need broad audience

Image driven

Take risks

Performers will strive to achieve the attention of others, wherever they are.



PERFORMERS NEED TO FEEL SPECIAL

Performers are not content to be ordinary. They need to have opportunities to achieve, to grow and to continue learning. They need to be able to demonstrate their “specialness” in all aspects of their lives. Performers enjoy inspiring others to do chores with them and are affective at charming others into doing things for them. They do not like having to attend to the mundane and routine aspects of life. They tend to believe they are above such things as cleaning and paying bills, so having the foundational tasks of day-to-day living taken care of for them is a Performer’s dream.

To be at their best, they require their partner and friends to affirm that they are “the best and the brightest.” Performers enjoy opportunities to be centre stage in their relationships, with their friends or partners giving them their undivided attention. To the Performer, nothing is too big or impossible, and they want others to listen intently and be inspired by their ideas, dreams and ambitions, in the same way they themselves are. They want space to explore possibility without being limited by others’ lack of vision.

The Performer must be able to work toward their goals and fulfill their ambitions without criticism or restrictions from others. They do not like to be burdened by the fears or negativity of their partners. It causes their energy to be caught up in trying to overcome other’s resistance rather than focusing on their goals.

Need Dissatisfiers in Relationships

Need Dissatisfiers are the types of interactions, conversations and activities that you have with others that frustrate or thwart the predominant need of your **Striving Style**. You will find it very difficult to experience ongoing and consistent satisfaction in your relationship when some or all of these need dissatisfiers are present. Their presence means that you are not able to utilize the strengths of your Predominant Style including your natural talents and abilities, and you may have to rely on your Associate Styles more readily in order to adapt or conform to the needs or demands of those you are in relationship with.

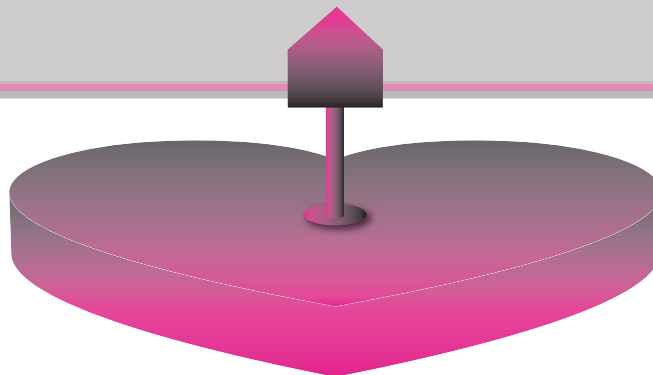
As with the absence of satisfiers, with the presence of dissatisfiers, you may feel some happiness or satisfaction with your relationships. However, you are more likely to find yourself unsatisfied without knowing why, easily irritated, depressed, angered or frustrated. You might find fault with others or pick fights about inconsequential things as a result. You are more likely to engage in non-productive and self-protective behaviors as well, as your energy will be directed towards getting your predominant need met in whatever way you can, rather than working toward satisfying your need in the relationship.

The Performers need for recognition is a hunger than must be fed. When it is not, they actually feel starved for attention and resort to getting it in negative ways. If they cannot be the “best of the best,” they will be the “worst of the worst.”



TIPS TO ENHANCE YOUR RELATIONSHIP WITH A PERFORMER

1. Allow them to be who they are. Do not expect them to be quiet and self-contained, or shame them for seeking the spotlight. Getting recognition and attention is as essential to them as breathing.
2. Recognize them when they achieve something, or when they do something positive for you. The more they get their need for recognition met in a positive way, the more secure they will feel.
3. Do not give their negative behaviors a great deal of attention. Discuss them briefly, including the consequence for doing them, and then move on. Spending a lot of time on them only serves to reinforce them. Ensure consequences are followed through with.
4. Make “I” statements when confronting their behavior. “I miss you, because you have been out so much lately.” is more effective than “You are never home. You must not love me anymore.”
5. Negotiate with them around practical, routine chores that you may share. Recognize what they contribute, and balance the time doing chores with fun or exciting conversation or activities. Be patient but firm around their tendency to distract you or be distracted by their environment.
6. Do not dismiss their ideas as being flighty or fantasy or tell them that they are not living in reality. Remember that Performers can see possibilities and connections that others are unable to see. Get them to give you examples that you can relate to your own experiences.
7. Do not give them “orders” or directions without explaining “why” or providing information on the context for what they are doing. They have to be able to relate what they are being asked to the big picture, or to suggest other ways of doing things.
8. Find occasions to celebrate and to make them feel special. Throwing parties, planning a special dinner, or an unexpected gift will all keep them satisfied.
9. Spend time with them imagining what you might do, even when it is not financially feasible. Performers love to dream about the grand life that they are going to have and like to share their dreams with others. Do not rain on their parade.
10. If you are arguing with a Performer, remember they may be more intent on winning and competing than on finding a harmonious solution. Remind them of the impact on you and the relationship when they are doing this, and redirect conflict towards problem solving.



The following are behavioral patterns of both the Self-Actualizing System and the Self-Protective System of the Performer. Being able to identify your self-protective behaviors allows you to refocus your energies and step out of survival mode to seek more productive and meaningful solutions.

SELF-ACTUALIZING BEHAVIORS

SELF-PROTECTIVE BEHAVIORS

- Develop self-awareness; learn to share real feelings and get emotional needs met.
- Seek self-approval first; allow others to take center stage; develop sensitivity to the needs of others.
- Learn to say no and set limits; develop discipline and a capacity for discernment, focus and follow-through; honor their commitments.
- Stop trying to play the role of ideal; learn to attend to details of life and self-care without resentment.
- Set goals based on what they want to create; maintain focus; learn to tolerate resistance and overcome barriers.
- Tolerate the discomfort of the needs and expectations of others; allow others to express how their Style affects them.
- Stop seeking to satisfy their need for recognition at their own or others' expense.
- Learn to really empathize with others and attend to their needs; stop changing for change sake or creating drama when bored; learn to appreciate stability.
- Lack intimacy in relationships; are afraid to get close to others; fear difficult emotions.
- Want to be admired by others; engage in attention-seeking behavior; are unaware of impact of behavior on others.
- Overextend themselves and withdraw; choose doing exciting things over priorities; lack focus; appear scattered and chaotic.
- Are convinced of their "specialness;" insist others see them as such; behave as if they are above chores and self-care.
- Fail to set career or life goals; are directed in life by opportunities that others present.
- Withdraw and become unavailable to others during interpersonal conflict; become overly self-focused.
- Do things to get the approval of others at the expense of their own or others' needs.
- See others as "objects" to meet their own needs; disregard others' feelings; can be oblivious to others' needs for routine and stability; create drama.

Keys to Relationship Success

Most people don't know what their predominant need is and as a result, they don't know how to communicate what it is they need. Is it any wonder that the primary cause of relationship dissatisfaction is frustrated needs! Dysfunctional behavior, power struggles, and emotional acting out are all a result of predominant needs not being met. By understanding our own needs and those of others, we can minimize judgment and blame in our relationships, and instead develop meaningful relationships and the ability to tolerate and resolve interpersonal conflict.

The first key to successful relationships lies in learning about yourself and:



- › how to get your predominant need met in relationships.
- › what emotionally-driven behaviors emerge when you feel hurt, insecure or anxious – or when your predominant need is frustrated by others (self-protective behavior).
- › how to express your feelings constructively.
- › how to ask for what you need.
- › how to negotiate with others when your need is frustrated.
- › how not to take the behavior of others personally.
- › how to shift when you recognize you are in your Self-Protective System.

The second key to successful relationships lies in learning about others and:



- › understanding the predominant need of others as different from your own.
- › responding appropriately to their predominant need (even when it frustrates your own).
- › tolerating the differences without making the other person wrong.
- › bearing frustration when you have to put someone else's need first.
- › knowing what emotionally-driven behaviors emerge when they shift to their Self-Protective System.
- › how to help others make the shift to their Self-Actualizing System.
- › focusing on the issues, not on how you feel about them.



Don't leave the success of your relationships to chance. Learn about your Striving Style and predominant need and those of the people you are in relationship with.