A COACHING REFLECTION MODEL

The PAUSER Framework

Understanding conflict avoidance

Peace · Authority · Uncertainty · Self-belief · Expression · Relationship



Explore in any order • Several lenses may apply • No ranking or score

CHECK THE CONTEXT

IMPACT	CAPACITY	RESPONSIBILITY	OTHER INFLUENCES
Would speaking help?	Do I have capacity now?	Is this mine to address?	What else matters?

CHOOSE WHETHER, WHEN, AND HOW TO ENGAGE

Speak • Prepare • Seek support • Wait • Deliberately let go

Consider safety throughout. Speaking up is not always the right choice.

JOHN ANTONIOS
TAKE CONTROL OF YOUR LEGACY

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Original reflection tool • Not a validated assessment

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