Describe your moment

Understanding conflict avoidance. Use on your own or with a coach. Begin here before reading the lenses on page 2.

1. What happened? Describe one specific situation.

2. What did you want to say, ask, or request?

3. In your own words, what influenced your decision to stay quiet?

4. What did staying quiet protect? What did it cost?

There is no score or preferred answer. You can skip a question. A deliberate choice not to engage may be reasonable.

Explore what fits

Explore in any order. Select relevant lenses or none. Several may apply. Add your own explanation.

- [ ] **P — Peace / "I don't want an argument."**
  What immediate friction were you hoping to avoid?
- [ ] **A — Authority / "Their position makes speaking up risky."**
  How did their power or influence affect your choice?
- [ ] **U — Uncertainty / "I need more clarity before I raise this."**
  What remained unclear, and what did you need to know?
- [ ] **S — Self-belief / "Is my view worth raising?"**
  How were you judging your own perspective?
- [ ] **E — Expression / "I know what I mean, but not how to say it."**
  What did you want them to understand?
- [ ] **R — Relationship / "I don't want to damage our connection."**
  What about the relationship were you protecting?

Which influences fit, and how did they work together? What is missing?

Context: Would speaking help? What capacity did you have? How did you see your responsibility?

What risks or consequences matter? What support or safer options are available?

Choose, then review

Possible responses include speaking, asking, preparing, seeking support, waiting, or deliberately letting go.

1. What are your realistic options? What might each protect, risk, or enable?

2. What do you choose now, and why?

3. What is your next step? Note any words to practise, information, or support needed.

4. When will you review this? If waiting, what date or event would prompt reconsideration?

5. Afterward: What happened? What differed from expectations? What will you retain or change?

PAUSER is an original reflection framework, not a validated assessment. Keep this completed worksheet private or share it intentionally.

Look across situations

Compare different settings or people. Include a moment when you did speak. Use your own words; there is no score.

Situation 1: What did you want to say? Did you speak? What influenced the choice?

Situation 2: What did you want to say? Did you speak? What influenced the choice?

Situation 3: What did you want to say? Did you speak? What influenced the choice?

What repeats? What changes with the person, power, timing, information, or stakes?

What helped when you did speak? What conditions could you reasonably create again?

What next step will you try, and when will you review it?

Recurring answers invite reflection; they do not establish a personality type. “Worth raising” may mean doubting your view (Self-belief) or expecting no effect (Impact). © John Antonios. CC BY 4.0 applies to the model graphic only.