



**F A W N**

### Healthy Fawn Behaviors

- Listening
- Compromising
- Helping

### Unhealthy Fawn Behaviors

- Giving up needs and rights
- Resentment (always giving but unable to ask for needs)
- Low sense of self

### You Might Notice

- High agreeableness
- “Keeping the peace” even at cost to self
- Fear of triggering a negative response

### Don't...Do...

- DON'T say, “You need to get a spine.”
- DO remind them of the gifts they bring and give strategies for speaking up.



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FREEZE

### Healthy Freeze Behaviors

- Recognizing when struggle isn't productive
- Remaining quiet and then taking appropriate action later
- Picking the right battles

### Unhealthy Freeze Behaviors

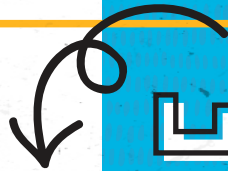
- Not standing up for self or others when necessary
- Mental paralysis
- Avoiding situations

### You Might Notice

- Shutting down
- Not speaking
- Increased absences

### Don't...Do...

- DON'T say, "Why aren't you talking?"
- DO say, "I'd like to hear what is on your mind when you are ready"



FREEZE  
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FIGHT

### Healthy Fight Behaviors

- Assertiveness
- Setting boundaries
- Protecting self (when necessary)

### Unhealthy Fight Behaviors

- Aggression (active or passive)
- Blaming
- Controlling

### You Might Notice

- Voices raised
- Pace of speak is faster
- Defending

### Don't...Do...

- DON'T say, "You're getting defensive."
- DO offer an observation and invite their perspective:  
"I'm sensing you are frustrated. How true is that?"



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# FIGHT



FLIGHT

### Healthy Flight Behaviors

- Busy with work or hobbies
- Disengaging before threat increases
- Removing self from toxic situations

### Unhealthy Flight Behaviors

- Physically or mentally escaping from problems that need resolution
- Perfectionist tendencies
- Worrying

### You Might Notice

- Changing the subject when a conversation becomes difficult
- Quickly trying to stop or minimize a difficult conversation
- Finding ways to leave the situation

### Don't...Do...

- DON'T insist, "We aren't leaving until we figure this out."
- DO give ample time to process before regrouping.



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FLIGHT