

## HCP IDENTIFIERS

### Distorted Thinking

- Inflexible thinking (My way or the highway)
- All or nothing thinking, very black and white
- Dysfunctional / irrational thinking
- Idealizes and then devalues others
- Overgeneralizes
- Ridiculous arguments / wild stories
- Easily takes things personally

### Extreme Emotional Displays

- High level of aggressive energy
- Emotional facts and persuasion
- Dramatic (histrionic)
- Emotional displays - tears to rage
- Emotional intensity disproportionate to events
- Can't calm down or self soothe

### Extreme Behaviors

- Acts superior and / or entitled
- Irrational actions
- Aggression, domestic violence
- Control freak
- Stream of conscious talking
- Makes unreasonably high demands
- Financial disasters
- Impulsive behaviors
- Substance abuse
- Self harm
- Inappropriately involves others in dispute (i.e. children, alienation, coworkers, GALs)

### Avoids Responsibility and Criticism

- Persistent blaming
- Projects their problems onto others
- Avoids the facts
- Focuses on irrelevant facts, the past, others
- Deceitful
- Arguments of seduction
- Identifies as a victim
- Interested in punishment/revenge
- Won't take responsibility to solve the problem
- Difficulty connecting actions w/ consequences

### Excessively Charming

- Highly complimentary
- Just too darn friendly
- Excessively humble
- Very good looking (can be a distraction)

### Historical Information

- Domestic violence history
- Difficulty empathizing with others
- History of relationship and legal problems
- History of work related problems
- Childhood traumas (ACES study, DTD)
- Negative allies
- Third parties engaging in boundary / ethical violations

### Your Feelings

- You are "triggered" and feel your emotions rising
- You feel a strong need to rescue a party
- You feel compelled to violate your professional boundaries
- You struggle to follow their story / logic
- You keep thinking "don't you see what you are doing?"
- It seems easier for one party to fight than settle
- You feel you are dealing with a teenager