

The STARR Model Worksheet (with example)

A trigger is a great messenger for us if we are able to decipher its code. Hidden within the emotion of frustration, for example, is how we want something to be different in the future. If it was the way we wanted it to be, we wouldn't feel frustrated. So we have the opportunity to give our attention to this feeling (and associated thoughts), to "show up" for it and acknowledge its legitimacy, so that we are then empowered to enact a different reality. So...we actually get to thank our frustration for being there and conveying its message. Plug your next challenging situation into this model and see what happens. Is the result you typically get from the situation truly what you want for yourself and others? If not, choose some calming tactics to help you stay calm and focused on your desired result. This desire is most likely a valid one.

Acknowledge the discrepancy between the desired outcome and the actual result. When you validate your feeling and stay calm, you no longer need to dodge the discomfort by blaming someone else. Then you're available to "show up" – to stay present, take the necessary actions, and give useful, clear feedback to the appropriate person in order for change to happen.

Here is an example of a trigger:

Stimulus (What happened specifically that had you react?):

Example: [A report was late.](#)

Trigger (What did you feel emotionally? Anger, frustration, sadness, disappointment? What were your inner thoughts about the situation?):

Example: [Feeling: Frustration. Thoughts: This is the third time! This creates more work for me.](#)

Action (What did you do as a result of your trigger? Withdraw, blame, attack, etc.):

Example: [Rolled my eyes and walked away; gossiped to my coworker about it.](#)

Result (What result did you get? What was the outcome? Did you get what you wanted?):

[Nothing changed.](#)

Repeatable Pattern (Can you see this as a pattern with a person or with other people? Do you want the result to be different?):

[Yes.](#)