

Identifying and Managing High-Conflict Personalities

Borderline	Narcissistic	Antisocial	Histrionic
Unconscious Drive			
Fear of being abandoned	Fear of being inferior	Fear of being dominated	Fear of being neglected
Constant Over-Compensating Behaviors			
Frequent anger, manipulation, efforts to control others	Self absorbed, bragging, shows disdain for others	Dominating, manipulating, controlling, deceiving	Attention-seeking, drama, emotionalism
Bonding			
Reassurance, arms-length, consistency, avoid excessive flattery	Recognize strengths, avoid confronting weaknesses	Be wary of false charm and false allegations about others	Empathy with person, not dramatics
Structure			
Provide security with clear relationship boundaries	Provide tasks, use strengths, share credit for successes	Avoid doing favors, focus on goals and good behavior	Keep focusing on tasks, encourage use of own skills
Reality Testing			
Avoid great expectations, avoid jumping to conclusions	Reduce expectations of easy success and need to be special	Expect lying, corroborate information, see consequences	Find out about real abilities, encourage self-sufficiency
Consequences (restraining orders; possible jail time)			
Skills training in regulating emotions, penalties for false statements	Cognitive therapy, penalties for false statements	Group program for abusers, penalties for false statements	Cognitive therapy, penalties for false statements