



The Four Horsemen of the Apocalypse

'The Four Horsemen of the Apocalypse is a metaphor depicting the end of times in the New Testament. They describe conquest, war, hunger, and death respectively. We use this metaphor to describe communication styles that, according to our research, can predict the end of a relationship' The Gottman Institute.

By observation of patterns of behaviour he identified 4 that when present would derail relationships, these became known as the apocalypse of the 4 horsemen. His research identified that it wasn't only how couples engaged in conflict that mattered, it was how they disengaged (Stonewalled) or engaged (made up) that had a significant impact. The ability to reconcile successfully after an argument was a key factor in the stability and success of the relationship.

The 4 horseman behaviours are:

- Blame
- Contempt
- Stonewalling
- Criticism

Gottman concluded that whilst some of these are present in all relationships, healthy relationships don't use them nearly as often and do more to repair them when they are used.

When working with teams we use Gottman's research to look at how they are derailed by these 4 behaviours.

Where do these show up in your team?
What's the impact?

Pollyanna