



INTEGRATE TO LIVE

Restore Resilience. Cultivate Community. Impact your World

Week 31 Transcript: Courageous Conversations

This week, we continue our exploration of healthy ways to engage in purposeful communication by taking a closer look at the steps to having a courageous conversation.

That's what I call confrontation these days: a courageous conversation. This reframe changes my perspective from being in a conflict or argument with someone to my choice to be honest, vulnerable and boldly risk for the sake of authentic connection. It's a powerful shift I'm excited to share with you.

You already have many of the tools of a courageous conversation found in the principles of values-based conflict resolution, listening with curiosity, boundaries and expectations, just to name a few. Here I will add to, and integrate what you've already learned, to develop a guide for approaching difficult conversations.

You prepare for a courageous conversation by taking a step back, seeing the big picture and getting curious. Take a moment to slow things down. When you pause you can be intentional and reflective, not reactive in the moment.

First of all, explore your motive for addressing the conflict. Are you gonna really stick it to 'em from your Power Identity? Are you hoping to make them feel sorry for you from your Disempowered Identity?

Establishing your reason for seeking resolve and understanding with another person is essential to getting off on the right foot. And, for stepping off the Karpman Drama Triangle in that relationship. When you empower yourself you will, in turn, empower others.

It's helpful to notice which Conflict Style you are inclined to make use of and then assess if that will be the most effective way of approaching the other person in this dilemma. If not, you can always choose a more collaborative method.



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Typically, when we are in a conflict, we stand in a posture of defensive protection or we offensively advance toward the other person. In a courageous conversation, it's best to metaphorically sit shoulder to shoulder with them reflecting on and observing the situation.

Take the dynamic and place it outside of you, creating distance from it. Then, from a place of collaboration, you can get curious about it together. From this point of view, describe your experience to the other person, without judgment, accusation or interpretation.

Try not to generalize the conflict. It's important to use "I" language as you specifically share an example and name the issue. Be open to hearing how they experienced it differently than you. Ask them curious, open-ended questions.

Share how the experience has impacted you. The impact could be intended or unintended, or both. We often brush the unintended impact aside with thoughts like, "Well, they didn't mean to" or "They were just trying to be helpful". Nevertheless, whether intentional or unintentional, it's valuable to reflect back to someone how their actions and choices are affecting those around them.

Speak with a voice of vulnerability. Refrain from blame, shame, name calling or insults. Honestly share your emotions, thoughts, behaviors and the story you're making up about it all.

Stay away from always/never language like "you always say that" or "you never do this". And, make sure you keep the focus on the current problem and not bring up old, unresolved issues.

Own your part. Acknowledge the ways you are responsible for the dynamic. Ask for feedback about how you may be contributing to the issue that you are not aware of and explore what they need for resolution to be possible. Listen to their responses with empathy.



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Create new boundaries and accountability. Make a direct request for something new and different. Remember, requests aren't demands. But, they are a clear ask for things to change in a specific way. Honor the fact that the other person can respond with a Yes, a No or a Counter offer.

The objective of a courageous conversation is to create a win-win situation for you and the other person. But, more than anything, it is an opportunity for you to practice clear and secure communication for the sake of developing healthier connections with the people in your life.

Let's practice the steps to having a courageous conversation as we embrace this empowering new perspective. Be sure to download the action guide to support this process and share what you are learning on our group page.