

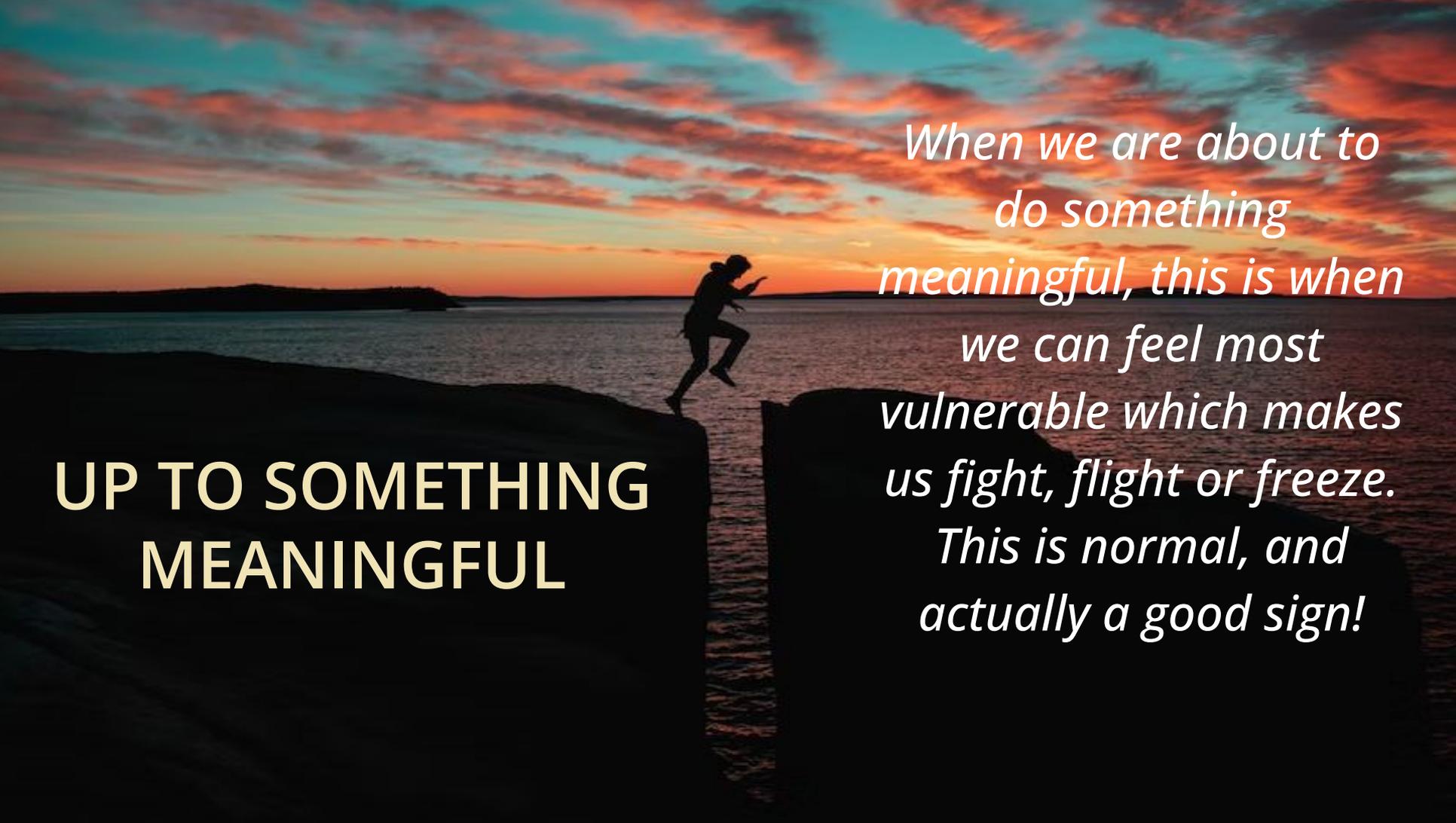


EMPOWERMENT FOR DIFFICULT CONVERSATIONS

With Coach Flame

WHY NOT?

- lack of time to address it
- expectation of conflict and how it'll impact us
- don't know the solution or what to do
- fear or lack of courage



**UP TO SOMETHING
MEANINGFUL**

*When we are about to
do something
meaningful, this is when
we can feel most
vulnerable which makes
us fight, flight or freeze.
This is normal, and
actually a good sign!*

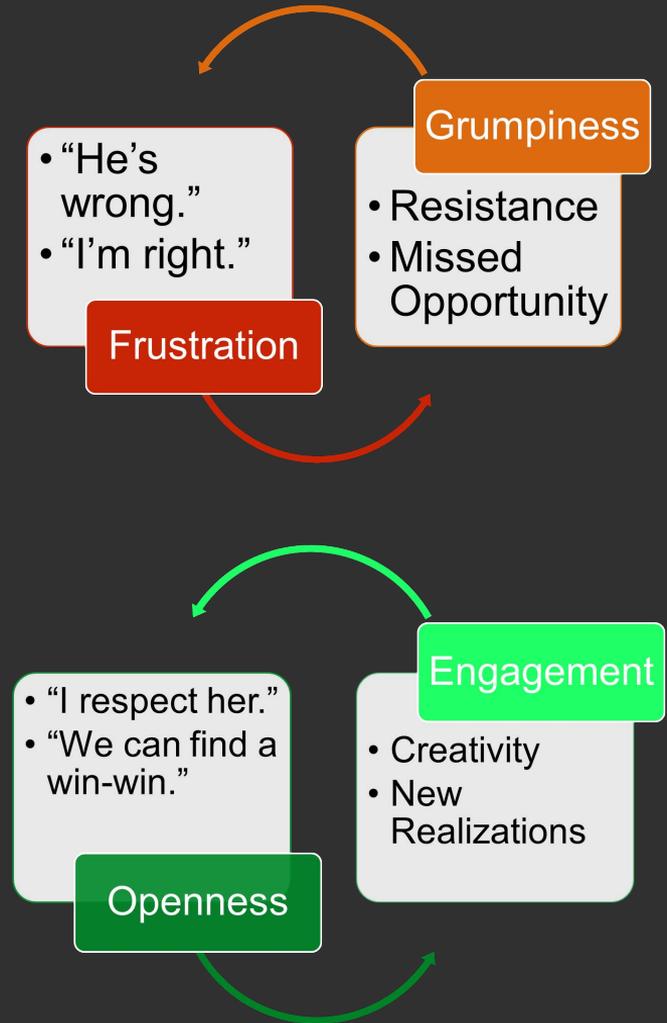


COMMON BELIEFS

What are some common beliefs we have about the people we need to have difficult conversations with?

OUR BELIEFS SHAPE OUR REALITY

What you believe about yourself and other people *strongly influences* how people treat you and the outcomes you create together.



FOUR BOXES

From Maria Nemeth, PhD.



A visual model to show how our beliefs play out in the real world and in our conversations.

Conclusion

- About self, others, or circumstances
- Unconscious
- The only box you may choose



Evidence

- To support conclusion



How Others Show Up

- Automatic energetic response to the way I show up



How I Show Up

Fight, Flight, or Freeze

- Informed by conclusion
- Automatic
- Unchangeable, in and of itself



How Others Show Up

- Automatic energetic response to the way I show up

How I Show Up

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COACHING MOMENT

(A great question for managers,
spouses, parents, etc, too!)



What is the conclusion
that you have about that
person or the situation
that has you showing up
this way?

Conclusion

- About self, others, or circumstances
- Unconscious
- The only box you may choose



Evidence

- To support conclusion

Conclusion

- About self, others, or circumstances
- Unconscious
- The only box you may choose



Evidence

- T



How Others Show Up

- Automatic energetic response to the way I show up



How

Fight

- I
- A
- U
- i

Conclusion

- About self, others, or circumstances
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Evidence

- To support conclusion



How Others Show Up

- Automatic energetic response to the way I show up

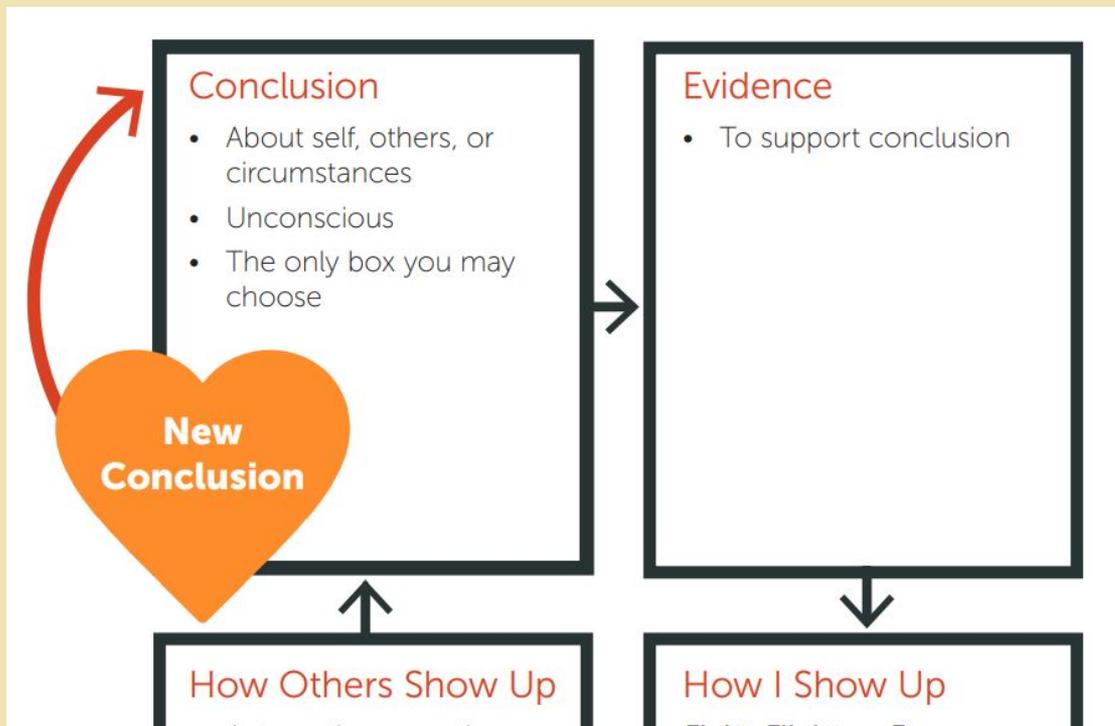


How I Show Up

Fight, Flight, or Freeze

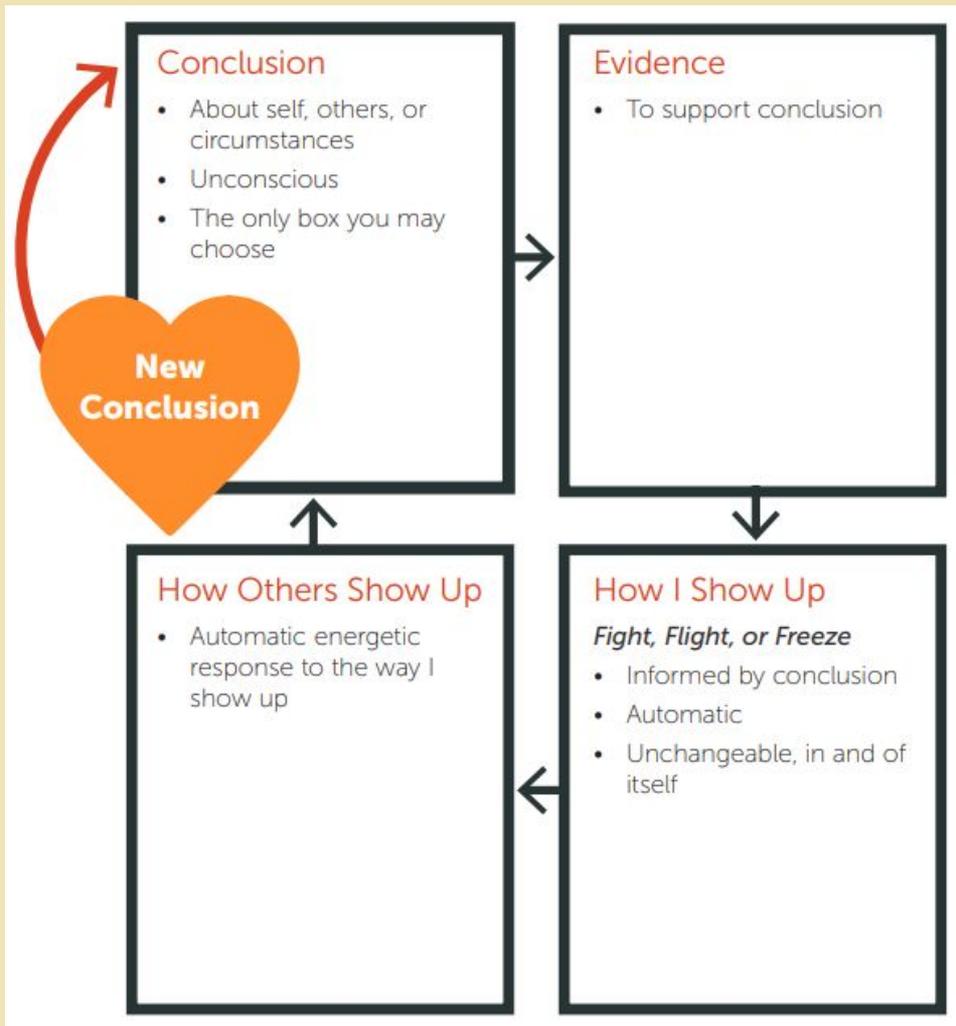
- Informed by conclusion
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New Conclusions For The First Box, aka *Generous Assumptions*

- We are in this together.
- Everyone is worthy of being treated with dignity and respect, including me.
- My needs are equal to others' needs.
- No one is misbehaving. I am willing to be curious about what this behavior is telling me.
- This person wants to be successful, just like I do.



WHAT IF...

If I use Generous
Assumptions all
the time, won't I be
taken advantage
of?

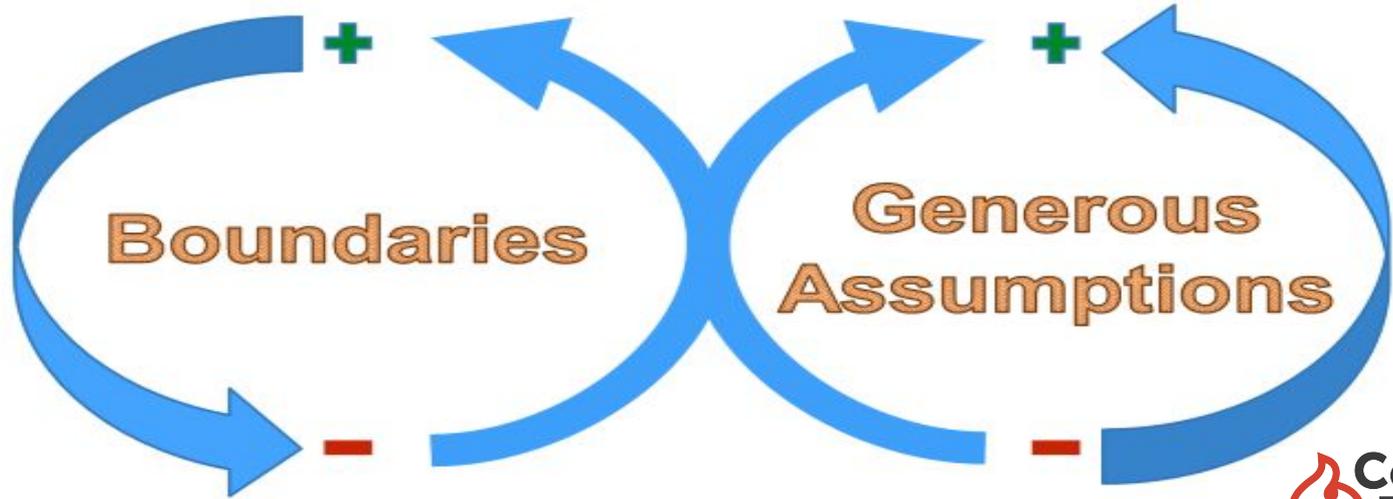


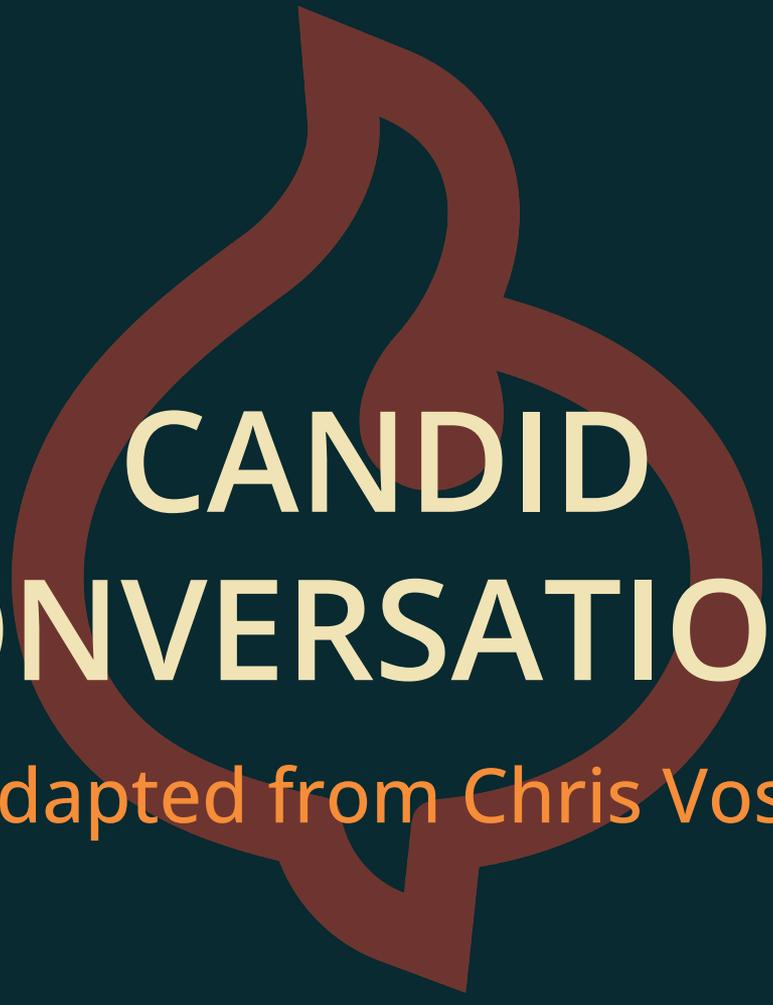
A BOUNDARY IS...

Finding a way to be generous towards others while continuing to lead with integrity and stay true to yourself.

-Brené Brown

A POLARITY TO MANAGE

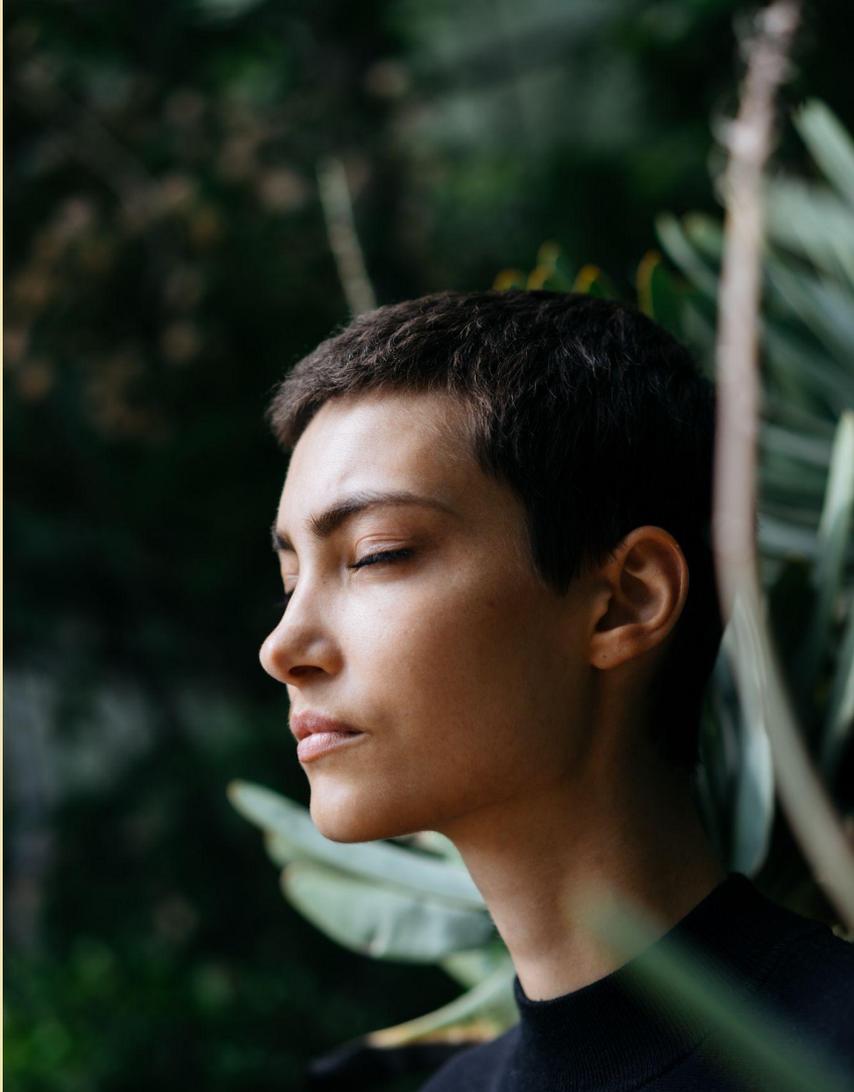




CANDID CONVERSATIONS

Adapted from Chris Voss

PREPARE



A NEW GOAL



HOW TO START THE CONVERSATION





KEEP

LISTENING

Their values?

Their goals?

**What's
valuable to
them?**



SAMPLE COACHING QUESTIONS

- If I could have it all my way, here's what I want. If you could have it all your way, what would you want? (Then look for a win-win.)
- What's coming up for you?
- What's the worst part about this for you?
- What's the hardest part about that?
- Where are you working harder than you need to be?

WHAT. IF IT GETS HEATED



THEN
WHAT?



LAST IMPRESSION



FOLLOW THROUGH





Download a Four Boxes Worksheet
www.coachflame.com



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Q & A

