

Respectful Conversations

- Performance Mgmt.
- Dismissal
- Mental Health
- 'Challenging' a decision

Wellbeing
E. Comp.
REFRAME

Declining a request!

Values!
Safety

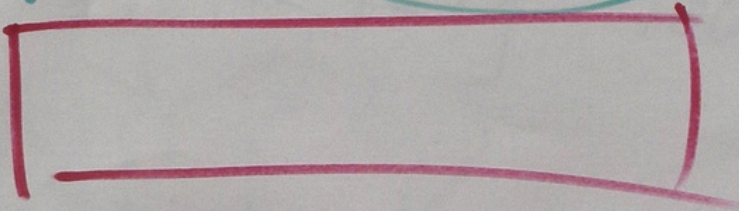
Maintain Relationships

- After the conversation
- Self care



+ put

(2)



+

And

- Goal

Intent

Purpose: ^{CP.} ——— CD 3

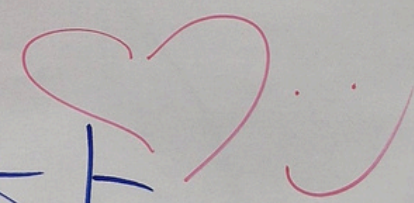
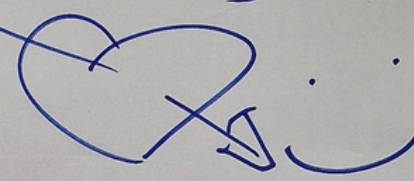
- Not achieved 90% of
Schedules by today..

SMART ✓

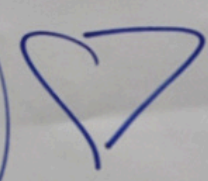
6 secs

~~Sorry~~

You ✓✓✓



CARE



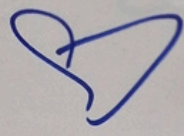
3 B P

Explain
Bus. Changes

- Explain
- Input
- Implement

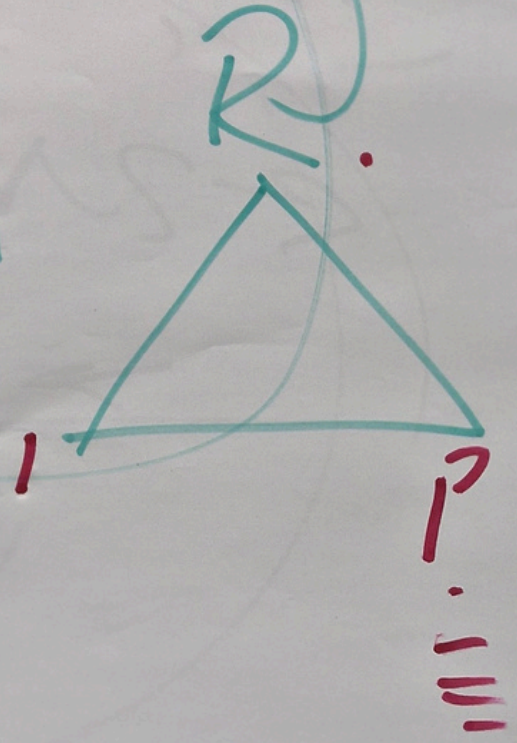
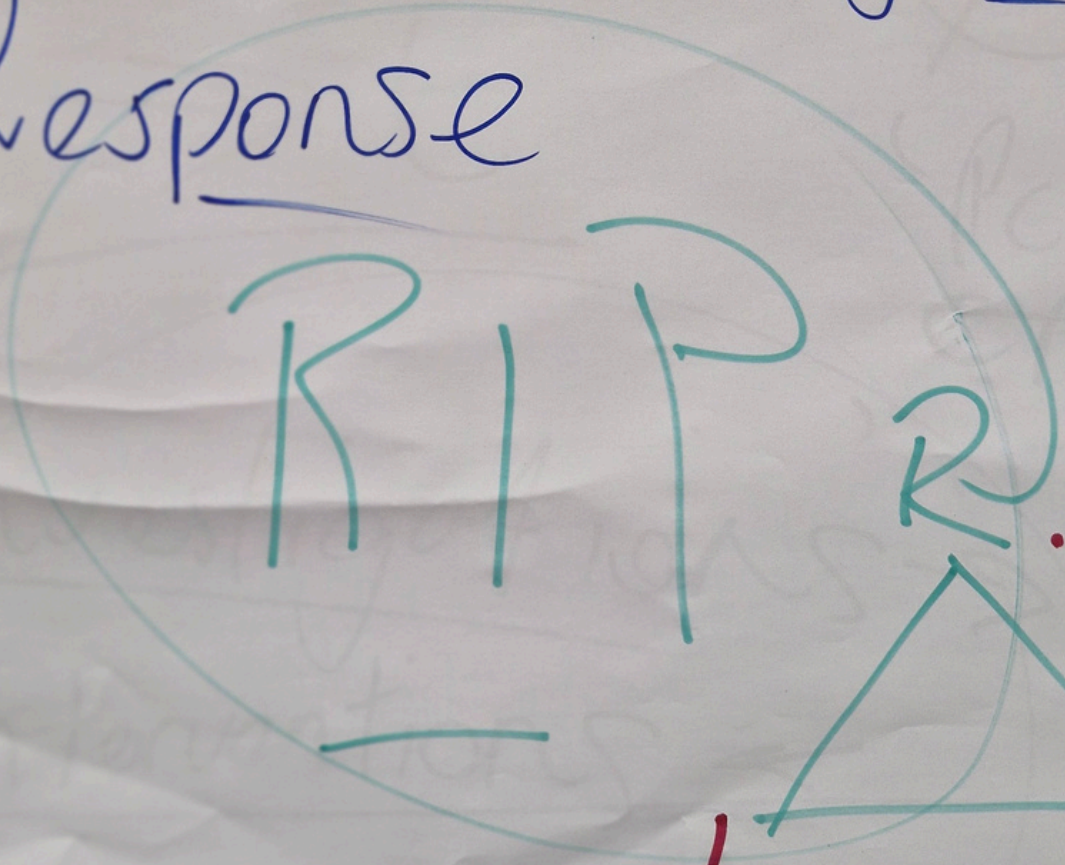
Why

①



Mgming growth

- Response

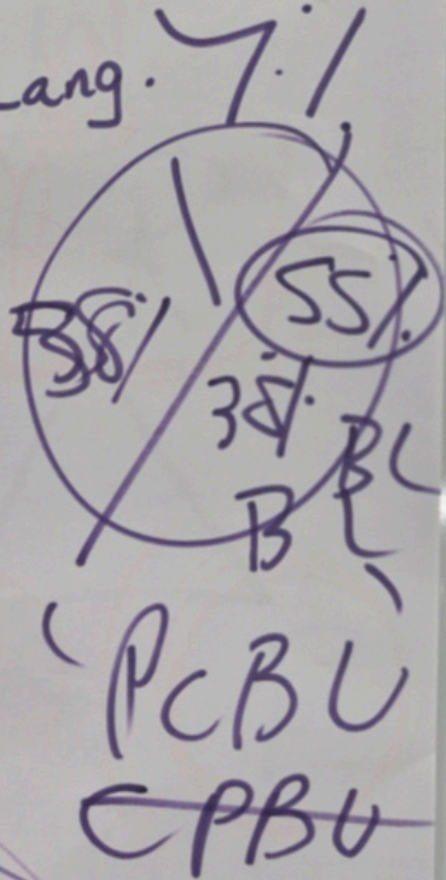


→ Start with them 5

- Thanks ✓ ✓ ✓ ✓ ✓ Lang. 7.1

- Purpose ✓ ✓ ✓ ✓ ✓

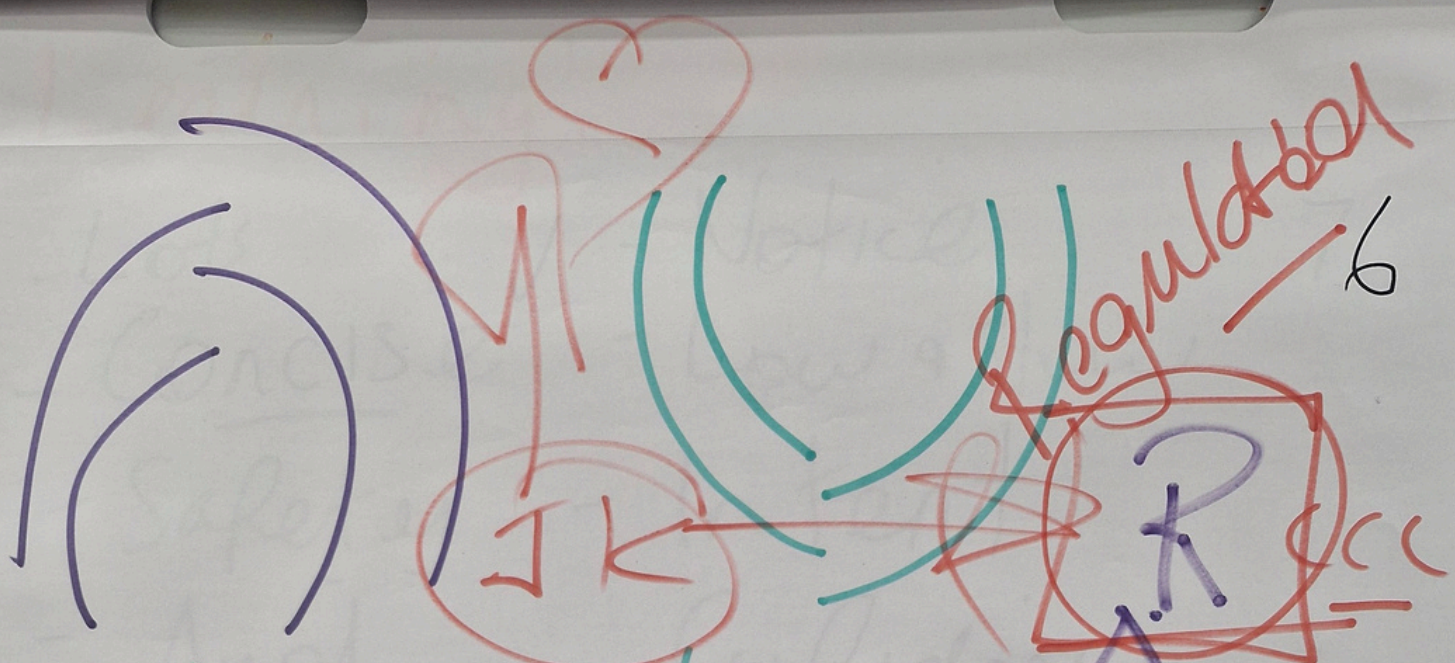
A → E



'Investigations' →

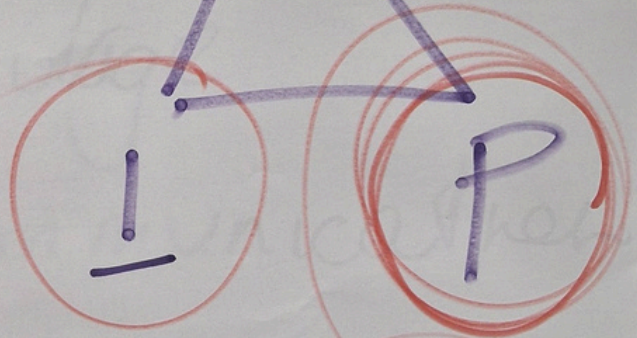
Interventions ←

Interactions ✕



- Low & slow

- Rapport
 R > Commonality



How I want to feel +

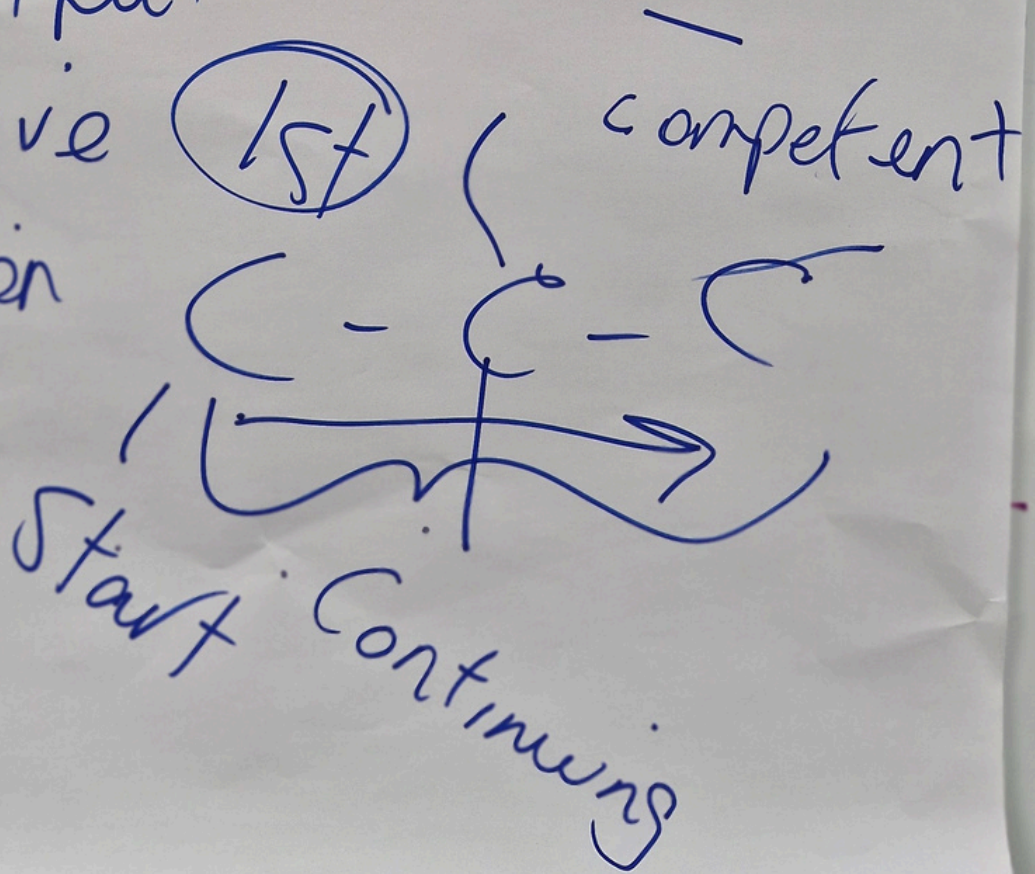
Accepting (Experience) ♥

A - AAA

Learning!

- Lots ✓
- Concise
- Safety
- And
- Direct
- Planning
- Respectful
- Inclusive
- Direction
- Notice
- Low & slow
- Intent
- Confidence
- Courage
- Communication

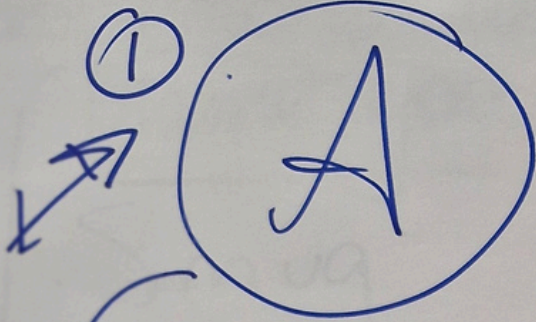
7



Self

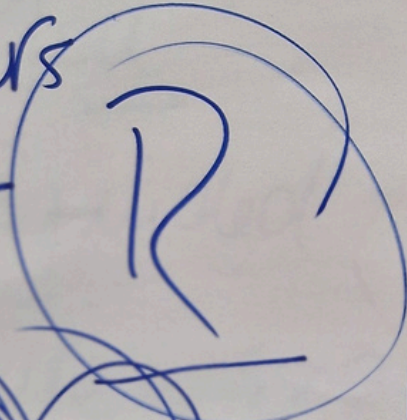
Social

8



A

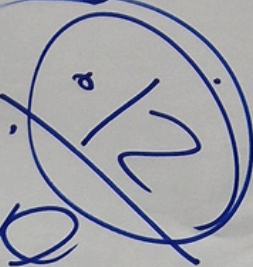
Triggers



R



Reactive



Trigger

Go to 5 9

Non-genuine
Blame you!

I get that, and

Smug

Tell me more

You!

Can you repeat me

Misguided

I want to understand

You're wrong

In hearing you, and

No

Try it

I agree, and

But

Short

Thanks for the feedback

Respectful

talk me through it

S, w, c

DISC

10

9%

Rumination to
Reframing +