

# Putting it all together

## HOW TO HAVE THAT DIFFICULT CONVERSATION (AND MAKE THE RELATIONSHIP BETTER)

Romans 12:18 (NLT) *Do all that you can to live in peace with everyone.*

### A. Walk through the Three \_\_\_\_\_.

#### 1. Sort out \_\_\_\_\_

Where does your \_\_\_\_\_ come from? (information, past experience, rules, expectations) Theirs?

Impacts/ \_\_\_\_\_

What impact has this situation had on you?  
 What might their intentions have been?  
 What impact might you have had on them?  
 What were your intentions?

\_\_\_\_\_

What have you each contributed to the problem?

#### 2. Understand \_\_\_\_\_

Explore your emotional footprint, and the bundle of emotions you experience.  
 What might the other person be feeling?

#### 3. Ground your \_\_\_\_\_

What's at stake for you \_\_\_\_\_?  
 What do you need to accept to be better grounded?  
 What identity issues might be coming up for them?

### B. Check your \_\_\_\_\_ and \_\_\_\_\_ whether to raise the issue

#### 1. Purposes

What do you hope to accomplish by having this conversation?  
 Shift your stance to support learning, sharing, and problem-solving.

#### 2. Deciding

Is this the best way to address the issue and achieve your purposes?  
 Is the issue really embedded in your \_\_\_\_\_ Conversation?  
 Can you affect the problem by changing your contributions?  
 If you don't raise it, what can you do to help yourself let go?

### C. Start from the \_\_\_\_\_ Story

#### 1. Describe the problem as the \_\_\_\_\_ between your stories.

Include both viewpoints as a \_\_\_\_\_ part of the discussion.

2. Share your purposes

3. Invite them to join you as a \_\_\_\_\_ in sorting out the situation together.

## D. Explore Their \_\_\_\_\_ and Yours

1. Listen to \_\_\_\_\_

...their perspective on what happened.

Ask questions.

Acknowledge the feelings behind the arguments and accusations.

Paraphrase to see if you've got it.

Try to unravel how the two of you got to this place.

Whenever you feel overwhelmed or unsure how to \_\_\_\_\_, it's always a good time to \_\_\_\_\_.

2. Share your own \_\_\_\_\_

...your past experiences, intentions, feelings.

3. \_\_\_\_\_

Truth ⇒ Different \_\_\_\_\_

⇒ Intentions and impact

Blame ⇒ Joint contribution

Judgments, characterizations ⇒ \_\_\_\_\_

What's wrong with you ⇒ What's going on for \_\_\_\_\_

## E. \_\_\_\_\_-solve

Invent \_\_\_\_\_ that meet each side's most important concerns and interests.

Look to \_\_\_\_\_ for what should happen.

Keep in mind the \_\_\_\_\_ of mutual caretaking; relationships that always go one way rarely last.

Talk about how to keep communication \_\_\_\_\_ as you go forward.