

## Read This First

If you are in an unsafe situation, remove yourself. There is an element of abuse which encourages dominance and force as an acceptable way to "win" a conversation. If you are not feeling safe, walk away.

## Questions: They encourage everyone to slow down and think.

- I heard you say\_\_\_\_\_, can you understand that I \_\_\_\_\_?
- Help me understand \_\_\_\_\_?
- Do you want to have a conversation with me, or an argument?
- What is your biggest concern when you say \_\_\_\_\_?
- Can we take a pause here and start this conversation again later?
- I have a different perspective would you like to hear it?
- My assumption is \_\_\_\_\_, how about you?
- Here's my perspective\_\_\_\_\_, can you challenge my thinking?
- I'd like to challenge your thinking on \_\_\_\_\_, can I do that?
- When \_\_\_\_ happens, I feel \_\_\_\_\_ how about you?

## Advocate For Yourself

- It seems like we are both passionate about our views, maybe we slow down and take some space to think.
- I value this relationship too much to keep arguing about this.
- What I'm hearing you say is \_\_\_\_\_. (Then listen to if you heard them correctly or not)
- Help me understand your feelings about this.
- I'm not sure the answer to that, let me look into it and get back to you.
- This is something I'm learning more about, let's set aside some time to really talk when I have some more information.
- I respectfully disagree because \_\_\_\_\_.
- I see your point, in my experience \_\_\_\_\_.
- What do you think we agree about?

## Make Agreements

- \_\_\_\_\_, crosses the line for me and we need to find a new way forward.
- I need you to understand \_\_\_\_\_ for us to move forward, what do you need?
- I need some agreements for us to resolve this.
- I know you feel \_\_\_\_\_ what do you need from me to help you feel differently?
- If we are going to grow from this I need \_\_\_\_\_, can you do that?

