

CONFRONTING SELF-ASSESSMENT

1. I prefer to leave things be, give them time to sort themselves out and sometimes I leave them too long.
2. I bottle things up and then explode, overreacting. The last straw and all that.
3. Time and again I have these conversations but nothing seems to change
4. I know that sometimes I beat about the bush and maybe people aren't clear what I am asking for
5. I try to get critical conversations over with as soon as possible. I am always relieved when they are over
6. I have no problem with having critical conversations. I just wade in and have them. Sometimes people get offended and defensive and nothing changes, but they're just being too sensitive. Business is business.
7. Some people will never change. That's all there is to it
8. I find humour and/or sarcasm usually work

Think about the conversations you need to have:

- Why do you need to have them? What do you want to change? What do you not want to change?
- What thoughts are going through your head? Do you know absolutely, that they are true? What other thoughts could be equally as true?
- How do you feel? Nervous? Anxious? Excited? Angry? Frustrated? Resigned? Nothing?
- When are you going to have them? Where? How will you approach them?

Think about the answers and be honest with yourself

Think about your success in confronting conversations. Do you get the results you want? Think in terms of both hard outcomes and the quality of the relationship.

Could you approach these conversations differently to improve your success rate? How?