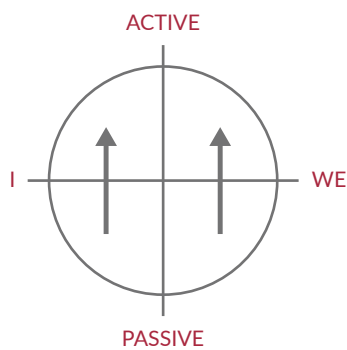


Describe the verbal or non-verbal behaviour of the other and ask what is happening and keep silent (don't exaggerate).



Examples

- ▶ I noticed you didn't say anything during the meeting and I saw you frowning? What was happening?
- ▶ You were laughing, how come?
- ▶ You are frowning, why?
- ▶ You sighed, how come?

Activating

Leary's Rose

If you keep silent, this technique will activate the other to start speaking.

If your tone of voice is constructive (formulate your comments as a concern) it will also pull the other to the We-side.

Respecting SCARF (status, certainty, autonomy, relatedness, fairness) leads to ownership, identification and recognition.

If stated as a concern, your comments will have a positive effect on the feeling of status (I am concerned about you) and relatedness (I care and want to know what is bothering you).