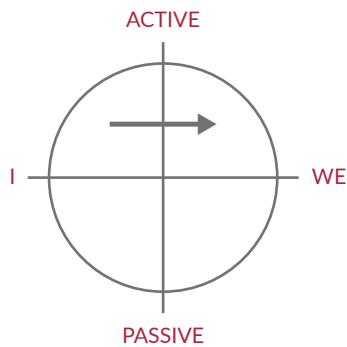


Whenever you agree with something the other says: say it!



Pulling to the WE-side

Examples

- ▶ I agree that we didn't always finish our projects.
- ▶ I agree that it is difficult to impose values.
- ▶ I agree we have a lot to do and we don't always prioritise well.
- ▶ I agree that we did little with the leadership concept.
- ▶ I agree that we don't always listen carefully.

Leary's Rose

This type of intervention can be really effective in pulling someone to the We-side. You show that you want to see both sides and that you would probably like to work together to find an answer. It is also an intervention that is not too dominant, so it will encourage the other to speak and take initiative.

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

To acknowledge that someone has a point is a boost for his/her feelings of status and relatedness. Not acknowledging it is rather unfair (for example, only saying where you disagree). Because you are willing to see and acknowledge the elements of his point of view you share, even if you don't agree with the entire vision, you create common ground and relatedness.