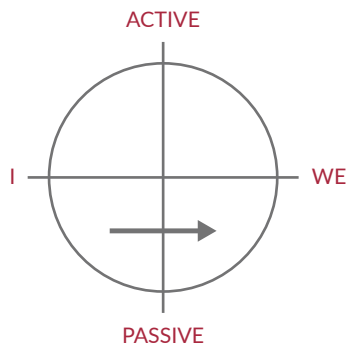


By asking questions you try to get an idea of what is acceptable/feasible/motivating for the employee and what isn't. You are looking for his/her borders. Remember: exploring an opinion does not have to mean you agree with it!



Pulling to the WE-side

Examples

- ▶ What kind of solutions do you see?
- ▶ When would it be acceptable/feasible/motivating for you?
- ▶ What exactly is bothering you? In what way would it need to be changed to help you?
- ▶ When would you believe in it?

Leary's Rose

Exploring what is possible or not for the other is a technique that makes people more active and that pulls them to the We-side.

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

Asking for the other person's vision will give status and autonomy. It will also stimulate their sense of fairness (of course this will also depend on how much you can take into account the concerns of the other; if nothing is taken into account the sense of fairness will be gone).

Investigating what would work for someone shows that you find it very important that the other is really engaged with the task and the relationship.