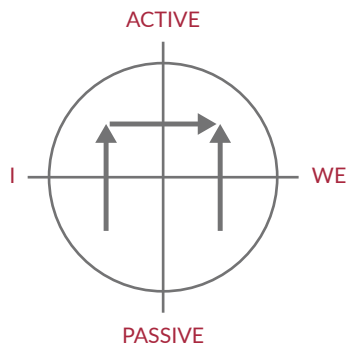


You ask "permission" to start a conversation, to tackle a certain subject or goal or to conduct it in a certain way (in this sense, it can be added to framing). It's important to remember that you can only do this when you are willing to accept NO as an answer!



Activating and pulling to the WE-side

Examples

- ▶ I would like to talk to you about the meeting yesterday, is that OK with you?
- ▶ First, I would like to hear your impressions and then I will give my opinion, OK? (framing + permission).
- ▶ My goal/intent for this conversation is to see how we can improve our collaboration, is that OK with you?
- ▶ I think I know what you are saying – can I propose something?

Leary's Rose

Formulating a goal or proposing a structure is a more active intervention which could make the other a bit more passive or sometimes risk pushing someone to the I-side. But by asking permission you place yourself for a moment in the more passive/following We-side role. What happens is that you get permission to become more active. This strongly helps to keep someone on the We-side.

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

Asking permission, for however small an action, is a boost for the feeling of status and relatedness.

It also stimulates the certainty aspect, because the other person gets more control.

You want to speak about something, so it is fair when you ask the other person if they also want to talk about it. Keep in mind that not asking permission is likely to give the opposite message: your status and autonomy is not important to me!