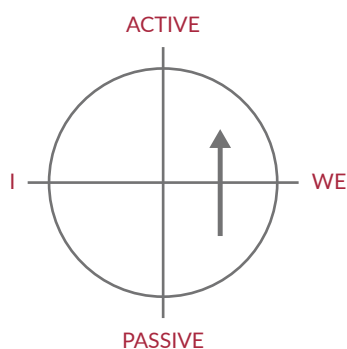


Asking for ideas and actions on a certain problem.



Activating on the WE-side

Examples

- ◀ Can you think about how you can do this within the given criteria (money, time...) and how we can help?
- ◀ How would you do that?
- ◀ What specifically would you do? How? By when?
- ◀ What will be your next step? When?

Leary's Rose

This kind of intervention is "pushing" towards action but not in a very dominant way. You are lower on the dominance dimension compared with, for example, telling or instructing and more on the We-side. So, in most cases, this will stimulate someone towards more activity on the We-side. It is important to ask your question and then keep silent. If you continue talking and using one phrase after another, you will become more active and the other more passive (or you will push him to the passive I-side).

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

By not telling people what to do you are respecting their status and autonomy. If your tone of voice is correct, this type of questions and interventions will be perceived as a form of coaching/help, which can help create a feeling of relatedness.