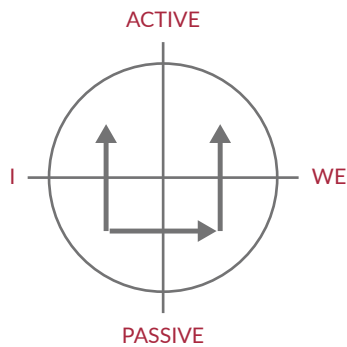


Show that you are not Mr or Ms Perfect. Show that there are things you don't know or things you are not good at.



Activating and pulling to the WE-side

Examples

- You know, sometimes I also struggle with that.
- Sure, honestly, I find that difficult too.
- I know, I don't always give the right example.
- Sorry what I said was not too respectful, I apologise for that.

Leary's Rose

With this kind of intervention, you are in the passive/We-side of Leary's rose. The fact that you show your own vulnerability will encourage the other person to become more confident, active and talkative.

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

Nothing is as helpful to bonding (relatedness) as finding out that we are all human beings with strengths and weaknesses. It is reassuring (certainty) and good for people's own status to see that their boss is not Mr/Ms perfect. It is also only fair, if you expect someone to talk about their weak side, that you also shows yours.