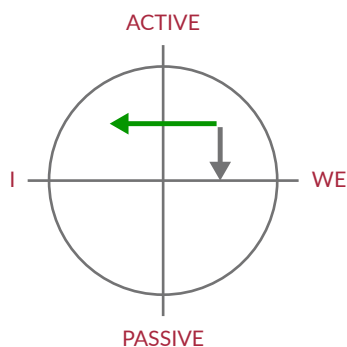


Propose certain initiatives, activities or specific solutions.



Examples

- ◀ I think it is a good idea for you to make a list of the solutions you see.
- ◀ Can I propose that you go and speak with some colleagues about this?
- I suggest that you calculate how much time and money this will cost.
- I propose that you organise a meeting with several departments.

Deactivating on the We-side when perceived as help
Pushing to the I-side when perceived as criticism or interference

Leary's Rose

As the name implies, making a proposal is equivalent to the I-propose position in Leary's Rose. It is a less active and dominant way to steer. You can only apply it when people have the freedom to propose something different; otherwise, it will be seen as manipulative. The technique is situated on the active We-side and will trigger more passive We-behaviour.

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

As it is a less dominant way of steering, it is more respectful to the other person's status and autonomy than, for example, commanding or instructing. This should certainly be the case when you apply it well and people feel the freedom to propose alternatives, which will have a positive effect on status, autonomy and relatedness.