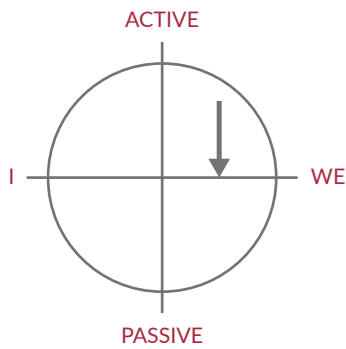


Say exactly what to do and how to do it.



Deactivating and staying on the WE-side

Examples

- So what you are saying is that you want to involve more people. I share that interest. As well as that, I have limitations in time and budget. Let's see how we can combine these things.
- If I understand correctly your quality is important to you. I share this interest. My interest along with that is respecting the deadline. Let's look for a solution which combines these interests.

Leary's Rose

In Leary's Rose, this is the perfect way to keep someone with good ideas, which are for example not feasible at that moment, on the We-side. It is a slightly de-activating technique, but it avoids pushing the other (back) to the I-side.

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

By looking for a win/win solution you are respecting status and autonomy (you respect the interest behind the solution), fairness (you take into account the interest of both "parties") and relatedness (because you give a strong message that you are willing to work with the other).