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Start with heart crucial conversations

Crucial conversations start with heart examples.

Italy is time to speak. Really talk. On the national and global issues that are impacting our transformed lives, including Covid-19, civil agitation and return to work or school. I don t means a fast chat; I € referring to real conversations on difficult themes, where bets are high, opinions vary and emotions run strong.in Other words, this is a time for crucial conversations, a pioneer concept Kerry Patterson, Joseph Grenny, Ron McMillan and Al Switzler. They tend to avoid crucial conversations at work. However, ITA is important to learn how to deal with them in a productive and positive way. So, how are we going to do this? Use the seven steps for the creation of a successful crucial conversation.seven steps to create a successful crucial conversation with Heartmaster your Storylearn for lookmake that Safestate your pathexplore Other ¢ s pathmove to action1. Start with heart: During crucial conversation to start with heart. Why are you having this conversation? Why are you angry and want to prove your point? Or why do you want to improve your work relationship? Focus on healthy goals â € â € œ as learning, finding the truth, and strengthening Relationships.2. Master your story: By managing crucial conversations, stick to concrete facts and judgments avoid on these facts. Instead of saying, áviso ¢ re late, Again.ã,, try to tell this is the 3nd time you have been late in 3 weeks. Whatâ ¢ S causing these delays? A 3. Learn to look: Look at your role in the situation before accusing the other person. How have you contributed to the problem and how can you improve it? 4. Make it safe: While engaging in crucial conversations, creating security that includes being totally present, without disruption and avoiding dangerous phrases, as one you always do this.Ã ¢ or a you never do thatÃ ¢ .5. Indicate your way: Creating an environment where asking for help is encouraged. Status like youuâ ¢ D as the question to be resolved and ask for help to find this solution. Creating an environment where you ask for help is encouraged. Status like Youu ¢ D As the question to be resolved and ask for help when considering Solution.6. Explore the Sport Other ¢: Now itams time to listen and listen to what the other person wants. Looking at the perspective of the other personan ¢ s calms the conversation and helps move the discussion in the right direction.7. Passing action: Passing action plays a significant role in crucial conversation. What steps have we both agreed in and how will you guarantee these steps rooting? Three tips for the successful crucial conversationwith practices, a fundamental conversation may be simple and bring a positive result. Keep these three tips in mind: 1. Adjusting your mindset: Preparing for a fundamental conversation can create anxiety. Instead of getting nervous, try adjusting your mindset to be more positive. A fundamental conversation goes better when you think about it as a normal conversation in normal types Day.These of conversations could trigger tense working relationships within the organization. To avoid the painful effect, be compassionate with you and the other person. No one is perfect for having mercy with those around you. Listen: to listen actively before answering the other person can often give you enough time to choose the right words. By doing this, you can approach the right questÃµes that lead to profitable conversations.During the crucial conversation deeply listening with an open mind. While listening to the other persona s points of view, you will get to know your needs and requirements.After listen, recognize the other views. Expressing interest in understanding other views helps clarify the difference between the best way Perspectives.The to listen in a crucial conversation is to keep calm and relaxed. Donâ € ™ t just rush things out. For Calm down, try to take regular breaths and relax the mind. A relaxed mind helps reorient, providing the ability to absorb absorb the other person Ã © saying.3. Plan: The planning Ã © an essential aspect of crucial conversations so be sure to understand all the factors related to the crucial conversation. Being prepared with antecedÃªncia helps to perform a simple, clear, balanced and direct conversation. Bringing some notes Ã © tÃ © cnica one; They could Tamba © m role play with another colleague before conversation.Ready real crucial to improve their skills Conversation £ the crucial? Start by asking for feedback about their ability to cope with stressful situations, which will help to identify your Ã¡reas improvement. prÃ¡tica then prÃ¡tica, prÃ¡tica. The prÃ¡tica is crucial conversations substantially more relaxed and less scary! Want to know more about conversations crucial? Leta s share Experiences. Leave a comment below, send us email or Ana me find Ona Twitter.Subscribe our newsletter One of the key pieces of ConversationsÃ Crucial ** paradigm to deal with the conflict Ã ©: Start coraÃ§Ã the £. A £ traduÃ§Ã that the Ã © the Questa £ o, what I want? Ã Or, what I really want? HÃ¡ always a variety of layers of ways to answer a question a bit like one of those cakes Fancy each with a different flavor. Ã How do you know when you find the answer you will really serve your ability to have a fundamental conversation before you? HereÃ ¢ Ã © one exercÃcio to help work atravÃ © s of the layers of their motivations. When preparing for a £ gathered it, or when preparing to propose something to your supervisor or a working group etc., comeÃ§ar by laying out his agenda. Ã For £ Meeting as a whole, or for each argument leading to a point A Aska, look in the upper layer, the desire more Ã³bvio, or wanting to hear a yesa to what you are asking. Ã ¢ Youâ're in the £ will show it to anyone else, so in the £ gut-wrenchingly honest. Ã a project that totally believe in? Ã your ego involved in it? Ã your job or £ promoÃ§Ã on the line? SerÃ¡ that influÃªncia of a larger project that you are interested in? Ã SerÃ¡ that will give you an edge over a coworker youÃ ¢ ve been escaramuÃ§as with? In yesa Ã ¢ to your request, the more you will be heard? In the lower layer, or the root driver layer, which Ã © your motivation £ general in life (or at least his career)? A success? Ego? Saving the world? Getting people to like you? Self-growth? Providing for your family? AutovalorizaÃ§Ã the £? £ motivation the navel deep Ã Ã © that this request aligned with and how? Now you have the two boundary layers. In the middle, you can include questÃµes as: What do I want this particular date? Ã What I'm hoping to achieve for both the short and long term? What I want in the Interface £ to this particular person or group? Ã How I want that the £ interaÃ§Ã to shape this Interface £ o? What I want for this person or group? What I want my Interface £ global with this project or Ã¡rea of the £ atuaÃ§Ã? Ã How does it fit in my future, my career, etc.? What I want in the Interface £ to my job instituiÃ§Ã the £ / unit? Ã As serÃ¡ that support their success (assuming part of my goal)? What I want in the Interface £ Ã my discipline / specialty or field of study? What Ã Ã © my overall goal here? What motivated the development of my going © would in the first place? Why do I think it is a good © Ida © would? The general purpose does it serve? As you go through the layers of the £ motivation, look at the first that allows you to hear othersâ entry ¢ Ã ¢ soon even if contrÃ¡rio Ã s your prÃ³prias Ida © ias A, because it can help solve the problem. This Ã © the point where you can collaborate with others. Ã To have conversations crucial to success, you must be in colaboraÃ§Ã so the £ Ã ¢ Ã © this, be willing to speak both their side and hear the other side (s), and look for the way in which all £ the parts is met. ** In case of D like to read more: crucial conversations tools to talk when bets are high, second edition (Business Books) Kerry Patterson, Josephy Grenny, Ron Ron Al Switzler. A When the heart speaks, the mind thinks indecent object.man ¢ â € Milan Kundera when conversations are difficult, ITA is easy fallback for bad patterns including saving the face, wanting to win, in search of vengeg A, and the hope of staying safe. Qualified people start with heart and keep focus on intentions. In Crucial Conversations: Tools to talk when bets are high, Kerry Patterson, Joseph Grenny, Ron McMillan and Al Switzler write about starting with Heart. Skilled people start with heart Keep focusing on the right reasons, it does not matter what happens. Crucial Team Recordings Conversations: Ã ¢ Although it is difficult to describe the specific order of events in an interaction as a fluid as an important conversation, we know one thing is certain: people BEIS START WITH HEART. That is, they start high-risk discussions with the right reasons, and they keep focus no matter what Happens.â ¢ Two ways to keep focus knows what you want and refuse Sucker's choices. Crucial Team Conversations writes: one they keep this focus in two ways. First, theyÃ ¢ re with smart steel eyes when it comes to knowing what they want. Despite constant invitations to escape your goals, they stay with them. Secondly, skilled people do not make succeria ¢ s choices (or / or choices). Unlike others who justify their unhealthy behavior, explaining that they had no choice not to be fighting or taking the victory, the intelligent dialogue believe that the dialogue does not matter The circumstances, is always an option.Ã ¢ work on me first Remember that the only person you can control directly is you. See how to practice the principle a work on me first. Focus on what you really want when you find yourself moving toward silence or violence, stop and pay attention to your motives. If you fall off the track in a conversation or you need to prepare for an important conversation, stop and ask yourself the following questions: What do I really want for me? What do I really want for others? What do I really want for the relationship? How would I behave if I really wanted these results? There are two reasons to ask yourself these questions: The answer to what we really want helps find your bearings and locate your own north star to guide you. You carry out all your physiology. You change your body of fighting or flight mode to the mode of troubleshooting. Refuse Sucker ¢ S Choose how you consider what you want, notice when you get to talk in a suucker ¢ s Choose: Watch to see if youâ € ™ re telling yourself that you should choose between Peace and honesty, between winning and losing and so on. Free yourself from Sucker's choices looking for e. Clarify what you do not want, add it to what you want, and ask your brain to start looking for healthy options â € â €

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