1. **Choose to be honest:** with your feelings, not with what you think of others behavior. Offense grows contempt and withhold truth to create control or reduce vulnerability. Enter a conversation with a clear purpose or goal asking yourself, “What do I hope to accomplish with this conversation.
2. **Clearly and responsibly communicate:** Say what is going on inside you with “I” statements or make observations of what is happening. This could include noticing natural consequences.

Example: I feel \_\_\_\_\_ when you \_\_\_\_\_ . I’d like to feel \_\_\_\_\_

in my relationship with you in this situation.

I see that \_\_\_\_\_ has \_\_\_\_\_ . Why do you think that is?

1. **Allow people to clean up their messes:** If we all have agency (the ability to choose for yourself), allow others the space and privilege to recover from their mistakes by reminding them of their identity and asking strategic questions while reserving a place for forgiveness and reconciliation.

Example: “What are you going to do to fix \_\_\_\_\_ ?”

“How do you plan to repair \_\_\_\_\_?”

1. **Ask questions that point to your heart :** when people are repairing broken circumstances, don’t do it for them. Create opportunities for them to consider how their choices affect themselves and others.

Example: “I don’t like being alone in a mess, is there anything I can

do to help you in this process?

“I think you’re making some good plans, what would help

you keep moving forward?

1. **Learn to set boundaries :** boundaries allow you to stay in control of you no matter what others may say or do with what you’ve shared. This allows you to provide good information about what you need to feel from them especially if they demonstrate partnership with you isn’t important to them.

Example: “When do you think this will be completed?”

“This is a big task, when can we talk about how it's going?”