

# HOW TO TALK

## About your Differences

You want to bring something up:  
*Speaker Mode*

Your partner is bringing something up:  
*Listener Mode*

Do you want to be understood, or do you need a solution?

Do they want to be understood or do they need a solution?

### *Understood*

### *Need a Solution*

### *Understood*

### *Need a Solution*

State what you would like form your partner in this moment (simply a listening ear, not advice or their opinion).

Follow the principles of being understood in speaker and listener mode while you do the following:

### *Go into listening mode*

Be curious about what it is like to be in their shoes knowing who they are and their unique life experiences.

Follow the principles of being understood in speaker and listener mode while you do the following:

Work toward compromise: explore your inflexible and flexible areas around the topic (you should have multiple flexible areas and 1-2 inflexible areas).

*Drop the need to be right, persuade, or convince!*

Work toward compromise: explore your inflexible and flexible areas around the topic (you should have multiple flexible areas and 1-2 inflexible areas).

Find ways to validate what they are experiencing (ex. "that makes sense that you would feel that way").

Find a compromise that is a win-win. It should be something that honors both of your inflexible areas.

Remind yourself that the goal is to vulnerably reveal who you are and what matters to you, not to persuade them to be like you.

Find a compromise that is a win-win. It should be something that honors both of your inflexible areas.

*Don't make it about you, don't fix, don't provide opinions or solutions!*

Find small ways to accept influence even if you don't agree with all of it (ex. "that is a good point", or "I hadn't thought of it that way").

*Drop strategies of control or hiding your needs so you can truly collaborate!*

Make sure they feel understood, appreciated, and valued by you, even if you have a different perspective on things.

Make sure you are expressing yourself in ways that your partner can stay open to your experience: respectful tone and words, good filter in place, concise and clear thoughts, stick to one topic, use only "I statements," no blame or criticism.

*Drop strategies of control or hiding your needs so you can truly collaborate!*

Thank your partner for listening and express appreciation.



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