

VISION MANAGER SUPPORT

PROBLEM DISASSOCIATION

EXAMPLE:

Partner does not achieve committed outcome:

Before attempting to “handle” the problem be sure that you are clear as to the intended support involved...no judging and no criticizing or fixing.

Use the following language to “Empower the Solution”:

1. What do YOU have to do...?
2. What will YOU need to do...?
3. What will YOU need to know...?
4. What would YOU suggest...?
5. What do YOU think might (work, solve, cause)... to happen?
6. What has to happen in order for... to happen?
7. What can YOU do in order for ... to be (resolved, solved, concluded, put together, handled)?
8. Given that we are (not going to, not ready to etc.) (what could YOU do, how are YOU, how could YOU)...?

EXAMPLE:

Partner does not call as agreed or does not support you:

Language:

1. What you are doing is not working for me.
 2. I understand how you feel.
 3. What has to happen for you to _____ with me?
 4. What can I as your vision partner do to support you? What will you need to do in order for it to work for you?
- Identify the issue. Create alignment, not control.
Use foundation as last resort. Use *FEEL, FELT, FOUND*.

Language:

What is it that is not working for you?
Are you willing to have it work?
What will you need to do in order to have it work for you?
What can I (we) do to support you?
What has to happen for us to be supporting of you?
What has to happen for you to be willing to be supported by me?