

THE LAW OF CRUCIAL CONVERSATIONS

Anytime you find yourself stuck, there's a crucial conversation you're either not holding or not holding well.

BEFORE

WORK ON ME FIRST

Get Unstuck
Start with Heart
Master My Stories

DURING



AFTER

MOVE TO ACTION

Who does What by When
Follow up

BEFORE

DURING

AFTER

| SITUATION | PRINCIPLES & SKILLS |
|---|---|
| 1 Results and Relationships are suffering. | You need to have a Crucial Conversation: <ul style="list-style-type: none"> Identify where you are stuck. Unburden with CRR. |
| 2 You need to initiate a Crucial Conversation, or one is ending. | Start with Heart Focus on What You Really Want for you, them, the relationship, and the organization (your long-term goals). |
| 3 If you are getting emotional or telling clever stories. | Master Your "Clever" Stories—Get the Record on the Story Video Story: "What can I potentially not do to make absolutely sure it's the subject?" White Story: "Why would a reasonable, rational, decent person do that?" Helpless Story: "What should be right now is how should what really work?" |
| 4 If you have a tough message, be honest and maintain safety. | STATE Your Path Share your Path: "I believe..." "I know you..." Tell your Story: "For beginning to understand..." "I understand..." Ask for Shared Paths: "How do you see it?" "Help me understand..." Ask Carefully: "Can you stop and avoid pressures." Encourage Feeling: "Do you see it differently?" |
| 5 Others are already in silence or violence and you suspect too early warning signs. | Learn to Look <ul style="list-style-type: none"> For the signs that a conversation is turning sour. For early warning signs of silence and violence. |
| 6 If someone misunderstands your intent regarding Purpose or Respect. | Correct: "I don't think we have... that's how I'm understanding..." "I do think we have... your actual understanding..." |
| 7 The discussion is going in circles. People are arguing. You're beginning a tough project or discussion. | Crucial Mutual Purpose Commit to seek Mutual Purpose: "Can we focus on something we both agree on?" Recognize the Purpose behind the Strategy: "Why do you want..." "This is why I want..." Invest in Mutual Purpose: "So, if you get... and I get... we're both happy?" Brainstorm new strategies: "What ideas do you have?" "How thinking it my help..." |
| 8 If someone else is going to Silence or Violence, then but meaning isn't getting into the Pool. | Explore Other's Aids Ask: "I want to know what you think about..." White Story: "You seem excited. Are you sure you're OK with it?" Violence: "Now, you seem really upset. What's up?" Persuade: "Do you're having..." Praise: "Do you think that..." |
| 9 When you're ready to Move to Action. | How to Action —Generate Who, does What, by When, and how we all Follow up |

Powerful CRUCIAL CONVERSATIONS Resources for You

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