

STEP 5: IDENTIFY UNPRODUCTIVE, “NEGATIVE” INTENTIONS YOU SOMETIMES CHOOSE



Directions: Think about a few times you have reacted less effectively during difficult conversations. As you review the following examples, check-off any of these less productive intentions that seem familiar to you, and add any additional ones (I have reacted out of all of them at some point!):

	win the argument
	get even, get them back
	to be right, prove the other person wrong
	to prove you are competent, smart
	assert your power and authority
	gain status and prestige, be admired
	be in control
	intimidate the other person
	“put them in their place”
	shut them down
	punish the other person
	embarrass or put them down
	make them feel the pain you feel
	keep the conversation “under control”
	be liked, fit in

	change the other person’s views, feelings, or behaviors
	to make people learn
	trick and “outfox” the other person
	avoid intense emotions, in self and others
	make everyone feel happy and harmonious
	avoid feeling or being viewed as “incompetent”
	control how others feel about you
	ignore them
	use the current opportunity to “right the wrongs” you experienced in the past
	seek approval of others
	avoid confrontation and conflict
	make them feel the pain you feel
	keep the conversation “under control”

