





How to change Them to WE

The Changing of them to WE

De-escalation Strategies



• DON'T ALLOW POWER STRUGGLE



IT ISN'T ABOUT YOU





MONITOR TONE AND PACE



MAINTAIN OPEN BODY LANGUAGE



AVOID BECOMING DEFENSIVE



AVOID NEGATIVE FACIAL CUES



VALDATE THEIR ANGER



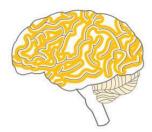
Stage 1 Receiving



Stage 2 Understanding



Stage 2 Remembering



Stage 2 Evaluating



Stage 5 Feedback

Listen

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REFLECTIVE LISTENING



WHO'S PROBLEM IS THIS

THE PROBLEM IS NOT YOUR'S UNTIL YOU MAKE IT YOUR OWN

THE PROBLEM IS BIGGER THAN THE IMMEDIATGE CRISIS

Problem solution

