

# You CAN Change Other People - 1-page worksheet

## Principles

**You prepare others to change and grow when you help them develop:**

- Ownership
- Independent Capability
- Emotional Courage
- Future-Proofing

## The Four Steps

### **Step 1: Shift from Critic to Ally**

1. Prior to the conversation: Check in with body, mind, emotions (curiosity, not suppression or judgment)
  - a. Set your intent
    - i. Become your own ally: “These are my legitimate needs and values.”
    - ii. Become their ally: “What’s the positive intent behind their behavior?”
2. Have the conversation
  - a. Empathize with whatever requires empathy (That sounds/seems hard/frustrating/annoying...)
  - b. Express confidence in them
  - c. Request permission: “Would you like to think it through together?”
3. You initiate the conversation:
  - a. “Hey, got a minute to talk?”
  - b. “I want X, and I’d like to talk about what’s getting in the way.”
4. Special situation: Positional Power: “These are my expectations.”

### **Step 2: Identify an Energizing Outcome**

1. “What’s the outcome you want?”
  - a. Positive: “What would you want instead?”
  - b. Clear: “What would that look like?”
  - c. Meaningful: “For the sake of what?”

### **Step 3: Find the Hidden Opportunity**

1. “What’s happening now?”
2. “What have you tried?”
3. “How can you use the problem to achieve your energizing outcome?”

### **Step 4: Craft a Level-10 Plan**

1. Identify Options: “What do you want to try?”
2. Choose: “Given the opportunity, and everything that’s on the table, what do you want to do that would feel exciting?”
3. Commit: “What exactly, and by when?”
  - a. Stress Test: “How confident are you, 1 to 10?”
  - b. Evaluation Criteria: “How will you measure your results?”
  - c. Agree whether to follow up

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