

Speak to Relate

Connect with your partner, help them to connect to you.

Use the acronym SPEAK to focus your discussion



When you speak, be...

Simple

- * Clear - avoid long strings of complaints or choices.
- * Pause. Give your partner time to digest.
- * Stay time limited.



Prepared

- * Have an agenda and clarifying examples.
- * State a clear goal and stick to it.



Equal

- * You are speaking to another adult.
- * Do not lecture or over-explain.
- * Use "From my point of view" and
- * Ask "What do you think?" often



Affirming

- * Make a deliberate effort to recognize the positive.
- * Focus on strengths and flexibility
- * Lead by affirmation, not dictation.



Kind

- * Don't state your case in the worst possible way.
- * Avoid strong labels. State what you DO understand.

