

CHALLENGE

make a clear agreement

Leader Asks:

Team Member Says:

1. Confront for Clarity

May I probe to get more clear about this?

Get permission to seek a deeper truth

Reveal your deeper motivations

2. Activate their Power

Are you ready to create change?

Invite an authentic exchange of feelings

Be vulnerable to achieve change

3. Connect with the Desire

What outcome do you want?

Identify what they want to achieve and protect

Be honest about what you want

4. Set a Clear Goal

Can you agree to do xxx by xxx date?

Define and commit to a measurable outcome

Commit to a measurable goal

When you are done, you've activated their strength in a way that gives a win to all concerned