

## Give No Advice

20 September 2016

Work in pairs—not with your boss, supervisor or a family member. This is a real-play activity (not a role-play activity), so we are going to talk about ourselves, right now. We are NOT pretending we are someone else.

### Person:

Take a moment to think about something that you want to, need to, have been meaning to, or should change or do, but haven't done yet (something you are ambivalent about). Make sure it is something that you are comfortable sharing with your partner. Keep this thing in mind while you respond naturally to the guide's questions.

### Helper: Be a **respectful listener and guide**.

Don't try to persuade or fix anything. **Give no advice.**

1. **Ask** these **open-ended questions**—and only these questions—one at a time and **listen carefully** with the goal of understanding the person's dilemma:
  - “Tell me about something that you are thinking of changing or doing that you haven't changed or done yet.”
  - “What are the three best reasons for you to make this change?”
  - “On a scale from 0-10, how important would you say it is for you to make this change?”
    - “Why is it a \_\_\_ and not a zero?”
  - “How might you go about making this change?”
2. **Tell** back a short **summary** of the person's motivation for change.
3. **Ask** “What do you think you will do?”
4. **Listen** with interest to the answer.

### Change roles.