

HOW TO WORK WITH OTHER PEOPLE'S CHALLENGING BEHAVIOR

Most of us would agree that to create PEACE in the World, we need to start with creating PEACE IN OUR OWN RELATIONSHIPS. The more time we spend with anyone in our life, the more likely there are to be differences. How we manage the differences, including behavior that creates discomfort, is what this worksheet is all about.

STEP # 1: DIFFERENTIATE BETWEEN THE BEING and THE BEHAVIOR.

Our problem is ALWAYS with the behavior, not with the being themselves. When we judge, blame, shame or criticize a person, it creates disconnection. It is likely to trigger "The Reptile Brain" which only knows FIGHT, FLIGHT or FREEZE in order to defend itself. Notice, how do YOU feel when someone makes you wrong as a person?

It is a powerful non-denominational spiritual practice to see all human beings as a part of the whole. Perhaps look at the person whose BEHAVIOR is bothering you and imagine either:

- "There's God/Existence experiencing itself fully as this person" OR
- "There I am experiencing myself fully as this person."

If you were born into their body, family, ancestry and had their experiences, would you truly be any different? The being is beautiful. What is the BEHAVIOR that is bothering you?

STEP # 2: What are the Universal Needs/Values/Longings driving this behavior?

Look over the list on the other side? Which of these words might represent what is underneath the behavior. We do not need to condone or like the behavior; but we can see that it is a strategy to meet one or more of these needs/values/longings. As you look over the list, you might be able to guess very accurately OR only imagine possibilities. This is a good way to grow our Emotional Intelligence, as we imagine another person's experience.

STEP # 3: What are MY Universal Needs/Values/Longings that are not met by this behavior?

Once again, look over the list. Which of these words are most UP for you as you think about the affects of the person's behavior. We are bothered by the behavior because some of our needs are not met (or may be threatened) by what the other person is doing.

What feelings are coming up for you? We have uncomfortable feelings when OUR needs/values are not met the way that we wish. Primary uncomfortable feelings are SAD, MAD, SCARED, DISAPPOINTED and FRUSTRATED.

STEP # 4: Managing the situation

In some situations, we can talk to the other person about what is happening. If that is the case, I suggest always **leading with authentic reassurance** that we care about the relationship and want to talk things through to create greater understanding. If you ask or guess what their underlying needs/values are, that shows care. Once they feel your care / connection, then you can ask them if they would be willing to hear which of your needs / values were not met by how you experienced their behavior.

Remember to never make another person wrong. We are 100% responsible for our thoughts, feelings and needs/values. We share with others in order to understand each other more fully.

If it is not appropriate to talk to the other person, then you may need to give yourself empathy or ask another for some empathy / understanding.

EXAMPLES: OLD PARADIGM statement: "He's such a jerk," and "She's so stuck up."

NEW PARADIGM statement: When he/she didn't acknowledge me at the party, I felt sad & disappointed. I am guessing he/she were focused on their need for connection with others. It didn't meet my value for being seen or acknowledged.