



Embracing the Challenges

Proactive Resistance

Name the topic being presented:

Name the resistance:

What are the emotions that may be present?	What are the reasons for the emotions (what do participants value and believe in that are being challenged)?	What values and beliefs bring the participants to work each day?

Planning the choreography your opening

What you will say	Nonverbal moves	Notes



Reacting to resistance in the moment

Describe the context you may face or have faced. Provide examples of what a person might say or do to lead you to think they are resistant to the topic, you, or some other trigger.

Power of the Paraphrase – the paraphrase is one skill to use in the moment. It has several components in its choreography

Scripting your paraphrases:

Clarifying	Organizing	Shifting
1. You're concerned about... 2. You care about... 3. You would like more clarity about...	4. On one hand, you have __ and on the other __ 5. Your thinking about two things, __ and ____ 6. Two important issues are __ and __	7. A goal for you is... 8. You really value.... 9. For you it's a moral imperative... 10. For you the fire in the belly is...

(adapted from The Adaptive Schools SourceBook)

The pattern:

Paraphrase, pause, paraphrase, pause, paraphrase, probe.

Observations

What they said and how they said it	The paraphrase used	What you noticed

