



Questions about the colleague (I)

A: What are the three worst things about the colleague?:

1. _____

2. _____

3. _____

B: What are the three best things about the colleague?:

1. _____

2. _____

3. _____

C: Three actions the colleague should minimise:

1. _____

2. _____

3. _____

D: Three actions the colleague should do more:

1. _____

2. _____

3. _____



Questions about you(II)

E: What are the three worst things about you? (From the perspective of the colleague):

1. _____

2. _____

3. _____

F: What are the three best things about you? (From the perspective of the colleague):

1. _____

2. _____

3. _____

G: Three actions you should minimise(From the perspective of the colleague):

1. _____

2. _____

3. _____

H: Three actions you should do more (From the perspective of the colleague):

1. _____

2. _____

3. _____



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Choose which one of you begins. The one that starts is **Person I** the colleague is **Person II**.

The answers has to be as **concrete** as possible.

After each question the one asking has to be silent for at least **10 seconds**, only broken if the colleague wants to have the questions repeated.

Be aware that sometimes people answer a different (and easier) question question than the original. If this happens, repeat the question until the colleague answers. Some people will claim that theres is nothing “worst” about you, especially not three. When this happens maintain that the colleague has to find three things, no matter who insignificant they may seem.

psychologically it is advantageous to start with the “negative” and finish with the “positive”, because people remember the last thing said better. The situation may feel “awkward” and “unpleasant” for both parties. Surpass the feeling and follow the structure of the questions.

Reading it back

After each statement the other person is only allowed to say “thank you” and so are you. Any reply or defence has to be postponed until exercise is over.

Give the answers to each other on turns:

1. **Person I** answers question **A**
Person II answers question **E**
2. **Person II** answers question **A**
Person I answers question **E**
3. **Person I** answers question **B**
Person II answers question **F**
4. **Person II** answers question **B**
Person I answers question **F**
5. **Person I** answers question **C**
Person II answers question **G**
6. **Person II** answers question **C**
Person I answers question **G**
7. **Person I** answers question **D**
Person II answers question **H**
8. **Person II** answers question **D**
Person I answers question **H**