Vulnerability

Defined A willingness to let your emotions, needs, boundaries, contributions, thoughts to be seen.

Practice vulnerability if you feel:
Defensive, Disconnection, Deception

Characteristics of Vulnerability (V):
- Contains risk, uncertainty, and no guarantees.
- It is often scary because it opens you up to legitimate suffering including being judged, rejected, or experiencing loss.
- You first must own your emotions, boundaries, thoughts, contributions, etc., before you can express them.
- It disarms defensiveness in yourself and, often, others.
- Boundaries are required.
- V is the pathway to connection. You can't have self-protection & connection at the same time.
- V is an act of courage.

Ask yourself:
- Have I owned my needs, emotions, boundaries, and thoughts, and have I shared them?
- Am I hiding my true self? What are the likely consequences of remaining hidden or not letting myself be seen?
- Have I set the boundaries necessary to feel sufficiently safe to choose V?
- What are my barriers to being V?
- What are my reasons for being V?

GIFTS

For you: **Authenticity/Wholeness**
For them: **Trust**
Facilitates: **Connection**

Ownership

Defined Taking accountability for your emotions, needs, boundaries, contributions, thoughts, judgements and not owning what isn't yours.

Practice ownership if you feel:
Blaming, Hopeless, Powerless, Burden

Characteristics of Ownership:
- Taking ownership helps you understand how you got to this place in your conflict, emotions or situation. It provides a road map of where you have been and the direction you are going.
- You cannot own what you cannot control. i.e., other peoples emotions, responses, choices, behaviors, judgements, etc.
- Ownership helps you understand your choices.
- Lack of ownership leaves you trapped

Ask yourself:
- How did I get to this place in conflict?
- What are my needs and what am I willing to do to work towards them?
- What do I have the power to change in this conflict?
- What is NOT mine to own?
- What are my needs, emotions, boundaries, and contributions?
- What can/can't I control?
- Am I owning other's judgement of me?

GIFTS

For you: **Empowerment**
For them: **Competency**
Facilitates: **Cooperation**

Com. Process

Defined The communication we use moment by moment to move through process.

Practice the communication process if you feel:
Certainty, Confusion, Storytelling

The Communication Process:

1. **ASK** Open & Honest Questions
   - Open questions provide the most options for how a person wants to respond.
   - An honest question comes from a place of deep curiosty where you don't assume you know the answer.
2. Engage in Mindful **LISTEN**ing
   - Listen with your whole body. Pay attention to what you see & feel.
   - Listen for their needs, emotions, and behaviors.
   - Listen for understanding.
3. **EXPRESS** your emotions, needs, boundaries, thoughts, emotions, etc., with ownership and vulnerability.

Ask yourself:
- The story I'm telling myself about this situation or person is_____.
- What can I ask the other person to discover their needs, emotions, thoughts, and boundaries?

GIFTS

For you: **Understanding**
For them: **Witnessed/Seen**
Facilitates: **Change/Possibilities**

Acceptance

Defined The processes that allow us to be firmly grounded in reality.

Practice acceptance if you feel:
Frustration, Desire to Control, Dissappointment, Judgement

Characteristics of Acceptance:
- Letting go of all attempts to control another's thoughts, emotions, or behaviors, or to limit or remove their choices.
- Embrace the reality that you do not know what the other person is thinking and feeling, nor their intentions.
- Embrace the reality that all change leads to loss and the greiving process.
- The forgiveness process naturally flows out of acceptance work.
- Embrace the reality that we are all human and make mistakes.

Ask yourself:
- What emotions, behaviors, and thoughts am I trying to control in another person?
- What expectations of myself or others need to be let go?
- Are there any losses that I need to recognize and grieve?
- What is not in my control to change?
- Are you able to repond to mistakes with compassion for yourself and others?

GIFTS

For you: **Serenity**
For them: **Independence/Autonomy**
Facilitates: **Peace**

Boundaries

Defined Guidelines for acceptable behavior that allow us to protect & live in alignment with our values.

Practice boundaries if you feel:
Unsafe, Distrust, Uncomfortable

Characteristics of Boundaries:
- They define what you are okay with and what you are not okay with.
- They help form identity
- They are necessary for creating healthy relationships.
- They include physical, emotional, cognitive, and shared activities.
- They are necessary building blocks for intimacy and trust in relationships.
- They protect what we most care about.

Ask yourself:
- What do I need to feel safe emotionally, physically, and mentally in my relationship?
- Have I identified & explored my boundaries?
- Have I clearly expressed them?
- Have I protected them when they are violated?
- Are my boundaries too rigid? Too flexible?
- Am I being sensitive & respectful of other's boundaries?

GIFTS

For you: **Safety**
For them: **Respect**
Facilitates: **Intimacy & Trust**

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