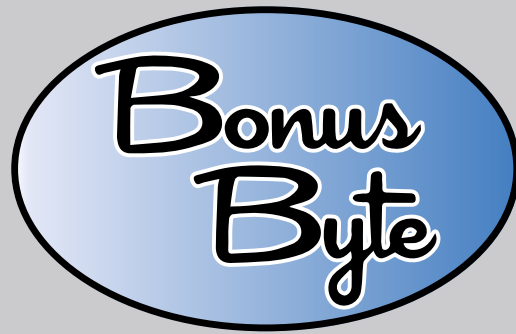


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**Tips for Communicating with Supportive
Individuals More Effectively**

TIPS FOR COMMUNICATING WITH SUPPORTIVE INDIVIDUALS MORE EFFECTIVELY

by Guy Harris

If you do not have strong supportive traits, understanding how to communicate with someone who does have these traits can sometimes be difficult. Here are a few practical tips to help you better adapt your communication strategies.

Remember to...

- Speak calmly, softly and slowly.
- Give them time to prepare before you ask for their input.
- Be careful with your hand gestures and facial expressions. People with supportive traits are often sensitive to body language clues that look like anger or aggression – rapid hand movements, pointing fingers, etc . If they perceive anger or aggression, they can shutdown or withdraw.
- Give them process details – how things need to be done. They often focus on how a task impacts your relationship before they focus on the direct results of the task.
- Show how they can help other people and how they can contribute to the team.
- Ask about their family and friends – then listen to the answer.
- Link new ideas and approaches to concepts and ways of doing things already in their comfort zone.

Your relationship with the person and the environment you are in always affects how you communicate; however, here are some examples of how to speak so that a person with supportive traits finds it easier to engage with and listen to what you have to say:

- “This approach is just like the way we do things today, and it has these improvements...”
- “I really appreciate what you do for the team. Could you help me with”
- “This is how you can best support this effort...”
- “I would like your input on _____ at the meeting this afternoon. Can you be ready to share your thoughts when the time comes?”

These tips are suggestions to help you adjust your communication to better fit a person with strong supportive traits. As you apply these tips, remember that everyone is a blend of all four traits and that few people are easily represented by only one style. For example a person with mostly supportive and inspiring traits will perceive things a little differently than a person with mostly supportive and cautious traits.

Remember also that the intensity or strength of any trait also affects how people see, hear and interpret the messages they receive. For example, a person with a very high degree of supportive traits will likely see things a little differently from someone with only moderately high supportive traits.

Ultimately, you need to understand the whole perspective of any person you want to communicate with effectively. These tips should help you get “in the ballpark.”

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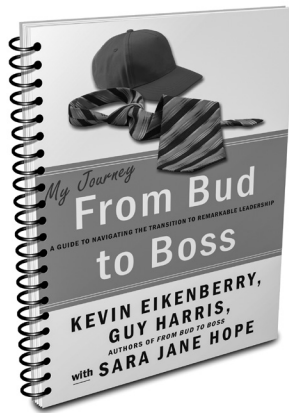
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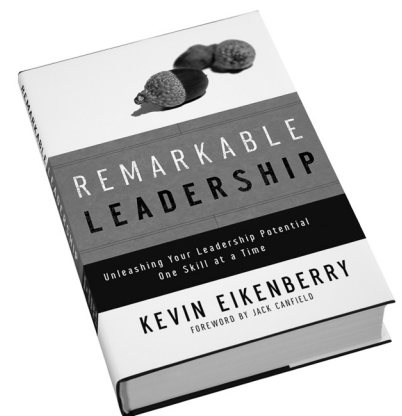


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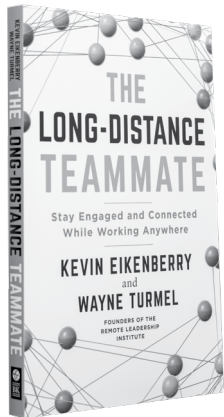
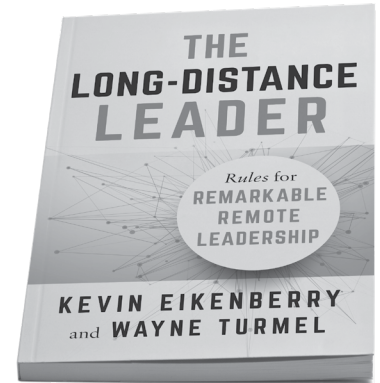
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is a practical, candid look at what it takes to lead people, projects and teams in today's dispersed workplace. The book showcases 19 rules for being a remarkable remote leader, and offers practical models, tools, and best practices to tackle the real-world challenges from how we work and communicate virtually.



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