

THE MORAL COURAGE® METHOD OF ENGAGING ACROSS DIVIDES

Practice one of these skills over and over. By making it a habit, you'll disarm your egobrain.

1 Breathe. Deeply. First through the nose, then out the mouth.

You're giving your brain the oxygen it needs to transition from the emotionally manipulative ego to the pre-frontal cortex, where emotion coexists with reason. You'll think more clearly about the situation and stop your ego from tricking you into overreacting.

2 Don't merely seek common ground. Create it.

Common ground builds trust. But don't leave it to chance that you'll "find" common ground. Proactively create it: "I know that we disagree about this issue. I also know that you're about so much more than just this issue. So I can't judge you based on this one disagreement. Can you remember the same about me — I'm about more than just this issue, too?"

3 Before making statements about what you believe, ask a *sincere* question about what your Other believes.

Choose from these opening questions:

- "What am I missing about where you're coming from?"
- "Can you help me understand why you believe this?"
- "Did any particular experience lead you to that belief?"

4 Listen to learn, not to win.

- The tell-tale sign that you're listening to win: You want to turn the discussion into a debate. ("What about this? What about that?")
- The tell-tale sign that you're listening to learn: You say, "Thank you because..." Be specific about what you're learning and why you're grateful for it.

5 Ask another question by starting with three simple words:

"Tell me more..."

Learn more about these skills from our video explainer:



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