

"!X?"

YES NO YES

Worksheet



BlueChipMINDS

Notes:

THE LAW OF SACRIFICE

There is a universal law of sacrifice that states that in order to experience something of greater value, we need to sacrifice something of a lesser value. In essence, we need to say NO to something in order to progress.

Every day, you are faced with choices, saying yes to one thing usually means having to say no or sacrificing something else. By saying no to competing demands for your time and energy can create space for the yes's in your life, the people and activities that really matter the most to you. This is paradoxical; you cannot truly say yes until you can truly say no.

When moving from playing in the dynamics of drama to embracing a more empowering role, the same thing applies, we must sacrifice the benefits of being a Victim, Rescuer or Persecutor, say no to the drama causing behaviours within ourselves or others, and say yes to the empowering actions of a of Self Author, Challenger or Supporter.

1) What are five (5) things that you currently do or allow in your life that you will “say no to” (Sacrifice) in order to move yourself closer to your goals?

1)

2)

3)

4)

5)

SAYING 'NO'

Being able to say no in an effective way is the bridge to help you and those you live and work with move beyond drama, navigate challenging situations, set clear boundaries and commit to better outcomes.

No really is one of the most powerful and often under-utilised tools you can use to help move yourself, and others into the world of self-authorship.

No is also potentially the most destructive and, for many people, the hardest to say. When you learn how to use it in an empowering way, No has the power to profoundly transform everyone's lives for the better.

Every day you will find yourself in a situation where delivering a No is the most appropriate course of action. Both your professional and personal endeavours continually provide instances for you to stay true to your deepest values, needs and goals, yet most of us struggle to effectively sacrifice the lesser of a situation for a greater outcome. In order to stand up for what counts, satisfy your needs or those of others, you have to say no to a demand or request that is unwelcome, behaviour that is inappropriate or abusive, or a situation or system that is not working or not fair.

No is one of the most important words in our vocabulary and for some it is difficult to say well. The difficulty arises when we want to say no but we feel pressure between exercising our power and maintaining a relationship. Exercising your power and saying NO may strain the relationship, whereas tending to your relationship may weaken your power. The pressure is alive and real for most people.

There are three common ways most people awkwardly try to release this pressure caused by needing to exert their power by saying No and wanting to maintain the relationship. They either accommodate, attack or avoid.

Notes:

ACCOMMODATE

Saying YES when you really want or need to say NO. This approach is the unproductive way of approaching the law of sacrifice. Instead of sacrificing something of a lower value in your life in order to gain something of a higher nature. You are sacrificing the opportunity to experience the thing you want and will go on experiencing the thing that doesn't serve your growth. In the end, your choice to accommodate the unwanted behaviour or situation will add stress to the relationship. Accommodation usually means an unhealthy yes but buys a false temporary peace. In effect you are playing the role of rescuer, rescuing the other person from the need to change or rescuing yourself from potential confrontation. You may find that you accommodate when you continually go along to get along, even when you know it is not the right decision for you. Your yes becomes a destructive yes, because it neglects your deepest interests and needs.

2) Where in your life do you go along to get along? Where are you accommodating the needs of others and neglecting your own needs in order to keep the peace?

3) What stories do you tell yourself to 'justify' you accommodating the others needs over your own?

ACCOMMODATE

4) How do you feel towards yourself and the other person when you accommodate their needs over your own?

5) Is this strategy working for you? Y / N

If it's not working for you what will you do differently the next time you notice you are accommodating?

ATTACK

Saying no in an uneducated way or in the heat of the moment. Attack is the opposite of accommodation. This is when you use your power without any concern for the relationship. If accommodation is driven by fear, attack is driven by anger. If we look at the roles in the Drama triangle, when you feel angry at someone for their hurtful behaviour, or offended by an unreasonable demand, or simply frustrated by the situation you are likely transacting in the role of a persecutor. When things go against our interests and needs, we can sometimes lash out and attack - we say no in a way that is hurtful to the other and destructive of the relationship.

6) When do you usually say “no” in the heat of the moment? What usually causes you to use an Attack strategy?

7) What stories do you tell yourself to ‘justify’ your Attack?

ATTACK

8) How do you feel towards yourself and the other person when you Attack?

9) Is this strategy working for you? Y / N

If it's not working for you what will you do differently the next time you notice you are Attacking?

AVOID

Avoidance is when you fall victim to the circumstances and say nothing at all. Avoidance usually occurs because you are afraid of offending others, making them angry or having them disapprove of your requests. It's easier, so it seems, to say nothing, hoping that the problem will go away even though you know it won't. These are the moments when you sit in the presence of the other person in cold silence pretending that nothing is bothering you, or the times at work when you are boiling with anger at something a co-worker did yet don't approach them. Or witnessing the injustice to others or yourself and say nothing.

10) When do you give people the silent treatment? What usually causes you to use avoidance as a strategy?

11) What stories do you tell yourself to 'justify' your Avoidance?

AVOID

12) How do you feel towards yourself and the other person when you avoid speaking up?

13) Is this strategy working for you? Y / N

If it's not working for you what will you do differently the next time you notice you are avoiding a confrontation?

YES! No. Yes?

You can intelligently and consciously self author your life and say no in an empowering way that nurtures relationships and moves everyone beyond drama. In his book “The power of a positive no” William Ury provides a framework to move out of Drama and into a life of empowerment.

Formulating a positive no empowers you to use your personal power and maintain your relationships at the same time by engaging the other person in a constructive and respectful confrontation.

A typical “No” usually begins with no and ends with no,. A positive no begins with yes and ends with yes. It's a YES! No. Yes?

To consciously say “No” you first need to understand the underlying reason behind your no. The deeper reason is usually deeply rooted in your goals, values and interests. This means you are in effect saying yes to yourself and protecting what is important to you. You then follow through with a matter of fact no that sets a clear limit and then you end with the yes an invitation to the other to reach an agreement that is respectful of your needs.

The first yes expresses your interests, the no asserts your power, and the second yes furthers your relationship. A positive no balances power and relationship in the service of your interests.

Notes:

Uncover your YES!

14) Write about a current situation where you need to say no to someone (it could be yourself). A situation where you have accommodated the needs of others above your own, or you have lashed out and said no, or you are avoiding saying no.

Current Situation:

15) Thinking about the situation. What is it you really want? What are your emotions telling you about your deeper yes? Why is your deeper yes so motivating that you must say no to the thing that is preventing its realisation? What really matters to you in this instance?

My deeper YES!:

Deliver your “No.”

Sometimes people can easily misinterpret your No. Your YES! is an opportunity to clarify your motives in saying No and shows the other person that you are not rejecting them. It shows that you are simply trying to protect what is important to you.

16) Thinking about the same situation you wrote about earlier. What clear limits do you need to set and what firm boundaries are you creating. What specifically are you saying “No.” to? (This is usually a behaviour, request, injustice, procedure or demand)

I am saying “No.” to:

Propose a “Yes?”

Most people say No. and then move on. In doing this they overlook the opportunity to propose a positive outcome.

Instead of only saying what you don't want or won't do, the final “Yes?” is an invitation in response to the other's demand or behaviour to share with them what we want or are willing to do or accept.

Saying No is an exercise in persuasion, not just communication. You want the other to accept your No. You want them to change their behaviour. And often you want to keep the relationship. This is your chance to make your No persuasive—to make it easier for the other to do what you would like them to do. This is your invitation to a positive outcome.

Options for your Invitation could include:

An invitation to discuss a solution - Never assume the solution will be one sided. An open discussion could lead to a solution that leaves everyone better off.

No now, yes later - Sometimes your major constraint is timing. In that case, a third option is to agree to the other's request but to change the timing.

Conditional Agreement - If you would genuinely like to say Yes but are constrained by circumstances that may change, you can make a conditional offer. In other words, state the conditions under which you could say Yes.

17) Thinking about your situation. What could you propose or invite the other person to consider?

I will invite the other person to:

PUT IT TOGETHER

18) You now have the outline for your Positive No conversation. Now it's time to put it all together and consciously approach the other person and deliver your no.

I will have my positive no conversation on **Day:**

Time:

My insights from having the conversation:

“A no uttered from the deepest conviction is better and greater than a yes merely uttered to please, or what is worse, to avoid trouble”

- Mahatma Gandhi

“Our lives begin to end the day we become silent about the things that matter”

- Martin Luther King Junior

Notes: