

# POWER Statements/Questions

## Power Statements:

- Describe a well-formed outcome
- Address the emotional impact that achieving the objective (or goal) will have on the individual or group
- Bypass names or specific references to self (“I”, “John”, “None of us”, “My partners and I”)
- Exclude feeling words of the self (“hate”, “angry”, “drives me crazy”, “stupid”)



# POWER Statements - Examples

- *"I wish we could stop wasting so much time in these meetings every month. I'm so sick of listening to Joe tell the same old stories and manipulate the conversation!"*
- *"I expect that you will adhere to an agenda for the dept meetings from now on so we can reduce our time spent away from serving clients."*
- *"I can't believe you promoted Joe before me!! I was here first!"*
- *"I'd like to review my career plan to identify mutually agreed upon expectations that define my success at this firm."*
- *(Tears swelling, heart palpitating, shoulders scrunched, fists clenched...)*
- *"I will not be spoken to this way." or "Professionals do not conduct themselves this way here."*



# POWER Statements/Questions

## Power Questions:

- Set the stage for an objective, open-minded discussion
- Create a space of active, present listening and heightened attention
- Bypass references to the self (“I”, “We”, “None of us”, “My partners and I”)
- Exclude feeling words of the self (“hate”, “angry”, “drives me crazy”, “stupid”)
- Are very effective when mirroring back what was said previously (“So... I wouldn’t understand...?”)



# POWER Questions - Examples

- *"You people really have to work harder and stop slacking off!"*
- "What would it mean to this division if we could generate \$500k more in revenues next year?"
- *"We tried your idea before – but it didn't work."*
- "Can you explain the reason it failed last time?"
- *"Your idea is so stupid – it makes absolutely no sense?!"*
- "Could you share a timeline that outlined specific steps to show us how it might all play out?"
- *"I don't think you understand the way things work around here."*
- Mirror: "I don't understand the ways things work around here?"

