

The One Minute Drill

Goal:

To listen to each other and understand each other's perspective (vs focusing on proving your own perspective) in 4 steps.

Step 1:

Talker: Express your feelings (**assertiveness**) about any topic for approximately 30 seconds. Discuss any problem you've struggled to talk about. Stay calm and avoid criticism.

Example: *"I really need... This means a lot to me because... and I feel ... when..."*

Listener: Listen carefully while your partner talks. Concentrate on what your partner says and try to understand why he or she feels this way. Sit quietly and respectfully (**respect**). Don't judge or attack your partner. Try to avoid thinking about your personal perspective.

Step 2:

Listener: When your partner is done, summarize what he or she told you. Your job is not to agree or disagree. Your job is to completely understand your partner's perspective (**empathy**). Imagine that you are a reporter and your job is to get it right. Paraphrase what your partner said and remember to acknowledge what he or she is likely feeling.

Example: *"What I heard you say is that you... and you seem to feel really..."*

Step 3:

Talker: Rate the accuracy of his or her summary on a scale of 0 – 100%. If your partner's rating is 95% or higher, you can reverse roles. If the rating is lower than 95%, tell your partner what he or she missed.

Step 4:

Talker & Listener: Reverse Roles

E-A-R

E: Empathy

A: Assertive (with feelings)

R: Respect

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