

Welcome

MASTERING RESPECTFUL CONFRONTATION

A Guide to Personal Freedom and Empowered, Collaborative
Engagement

Goals

- **Learn about empowered, collaborative engagement.**
- **Reframe views on confrontation, assertiveness, and true power.**
- **Achieve greater self-confidence, personal freedom, fulfillment, and peaceful interactions with others.**

Power and Leadership in the 21st century

My truth ≠ The truth

“We will never end world war and strife until each one of us look at our own personal, psychological violence and take steps to eliminate it.”

Peace Pilgrim

“Human beings have discretionary energy, and they would give it to you if you treat them with dignity and respect.”

-Paul O’Neill, former Treasury Secretary of US under George W. Bush

**When one moves into their vulnerability,
then their true power is revealed.**

The electromagnetic field of the heart

Respectful Confrontation

- **The practice of developing the respectful self**
- **The practice of respectful engagement**
- **The practice of respectful offense**
- **The practice of respectful defense**

You may know me....

but you have no idea

WHO I AM

ICEBERG CHART

10%

VERBAL

BODY LANGUAGE
FACIAL EXPRESSION
PHYSICAL SENSATIONS /
CONDITIONS AND BODY CHALLENGES
SURROUNDINGS / ENVIRONMENT
TEMPERATURE, TIME OF DAY

90%

RELATIONSHIP
POWER DYNAMIC
POWER STATUS
PAST HISTORY
MOOD

EMOTIONS, PERSONAL PHILOSOPHY,
BELIEFS, PREJUDICES, JUDGMENTS,
CULTURE, RACE, GENDER, CUSTOMS,
RELIGION, EDUCATION, LOVE

FEAR, WOUNDS,
NEEDS, DESIRES,
LONGING, TRAUMAS,
INSECURITIES



True power = Brute force

Confrontation = Conflict

Assertiveness = Aggression

Brute force \neq True power

4 Pillars of True Power

- **Grounding**
- **Focus**
- **Strength**
- **Flexibility**

Conflict ≠ Confrontation

Conflict

Pronunciation: 'kän-"flikt Function:
noun Etymology: Middle English, to strike together, from *com-* + *fligere* to strike -- more at PROFLIGATE **1** : FIGHT, BATTLE, WAR **2 a** : competitive or opposing action of incompatibles : antagonistic state or action (as of divergent ideas, interests, or persons) **b** : mental struggle resulting from incompatible or opposing needs, drives, wishes, or external or internal demands; see DISCORD

Confront

con·front Pronunciation: k&n-'fr&nt Function: *transitive verb* Etymology: from Latin *com-* + *front-*, *frons* forehead, front **1** : to face especially in challenge : OPPOSE **2 a** : to cause to meet : bring face-to-face <*confront* a reader with statistics> **b** : to meet face-to-face : ENCOUNTER

Respectful Confrontation Definition

CONFLICT: an encounter that leads to the further separation of individuals, the breakdown of relationship, and the disempowerment of the other.

Respectful Confrontation

Definition

CONFRONTATION: an encounter that leads to individuals coming closer together, deepening of relationship, and the empowerment of all involved.

“If you fear making anyone mad, then you ultimately probe for the lowest common denominator of human achievement.”

- Former US President, Jimmy Carter

Aggression ≠ Assertiveness

Assertive

Pronunciation:\ə-'sər-tiv, a-\ Function:*adjective*,

Date: circa 1619

1 : disposed to or characterized by bold or confident assertion <an *assertive* leader>

2 : having a strong or distinctive flavor or aroma <*assertive* wines>

Aggressive

ag·gres·sive

Pronunciation:\ə-'gre-siv\ Function: *Adjective*, Date:1824

1 a: tending toward or exhibiting [aggression](#) <*aggressive* behavior> **b:** marked by combative readiness <an *aggressive* fighter>

2 a: marked by obtrusive energy **b:** marked by driving forceful energy or initiative : [enterprising](#) <an *aggressive* salesman>

3: strong or emphatic in effect or intent <*aggressive* colors> <*aggressive* flavors>

4: growing, developing, or spreading rapidly <*aggressive* bone tumors>

Respectful Confrontation Definition

AGGRESSION: any behavior, action, remark, gesture, or facial expression that impacts another with the goal to disempower and/or is received by the other in a harmful, threatening way.

Respectful Confrontation Definition

ASSERTIVENESS: any behavior, action, remark, gesture, or facial expression that impacts another with the goal to empower and/or is received by the other in a positive way.

3 F's

- **Fight**
- **Flight**
- **Freeze**

“Courage is what it takes to stand up and speak. Courage is what it takes to sit down and listen.”

- Winston Churchill

“With realization of one’s potential, and self-confidence in one’s ability, one can build a better world.”

- His Holiness the Dalai Lama

RESPECTFUL CONFRONTATION

Personal Freedom – Collaborative Engagement

<http://www.respectfulconfrontation.com/>

“We have to face the fact that either all of us are going to die together or we are going to learn to live together, and if we are to live together we have to talk.”

Eleanor Roosevelt

“Non-violence, which is the quality of the heart, cannot come by an appeal to the brain.”

Mahatma Gandhi

“Sweet are the uses of adversity which, like the toad, ugly and venomous, wears yet a precious jewel in his head.”

William Shakespeare