

Conscious Communication®

Lab Notes

Lesson 5: Snipers

WIDE RULED



CONSCIOUS COMMUNICATION®

NOTES CLASS 5



SNIPERS

CLASS 5

LEARNING OBJECTIVE:

- √ To understand and be ready to utilize the strategy for success with Sniping.

NOTES

“Sniping Behavior”

There are two kinds of sniping, friendly sniping and malicious sniping. Gossip is in the same category, friendly gossip and malicious gossip. Any kind of sabotage or behind the back talk belongs in this category.

STRATEGY FOR FRIENDLY SNIPING

1. Call Attention to it.
 - a. Go out to lunch with the sniper and be honest in a gentle manner; point out that you don't feel comfortable with put down humor or gossip.

2. Catch them in the act of doing it right.



- a. When she makes a joke that is not a put down, thank her for caring.

Friendly sniping is motivated by the need for attention and appreciation.

STRATEGY FOR MALICIOUS SNIPING

1. Call attention to it.
 - a. Stop, look, backtrack, and probe for grievance
2. OR
 - a. Challenge the relevancy of their snipe.

Attitude is everything. You have to project an innocent, curious, professional attitude. You have to resist the temptation to become a sniper back. By projecting a professional attitude you separate the sniper from their allies.

3. After the probe, the sniper has three choices.
 - a. Snipe again. It is an unlikely choice but if they do, you just backtrack and ask again.
 - b. Become a Tank. This is another unlikely choice. If they become a Tank, then you switch to Tank strategy. You are never committed to finishing a strategy, just keep knowing what you want, pay attention, be flexible and switch with them.
 - c. Become a Nothing person and withdraw. This will happen most often. If they do withdraw and you are in a group setting then you have just won that round. You continue on with what you were saying. If however, you are one-on-one when the Sniper turned Nothing then you switch gears completely and use the Nothing person strategy.



4. Challenge the relevancy of their snipe.

5. State the higher intent of the group, align yourself with it, and then ask the sniper for relevancy. Example, "It is my understanding the point of this meeting is to explore some new ways of being more productive. My presentation is aimed at doing that. I am wondering how your comment, "blah, blah, blah" has anything to do with that purpose?"

STRATEGY FOR BEHIND THE BACK SNIPING

1. Use the Stop, Look, Backtrack, or the Relevancy strategy. The only difference is you are doing it after the fact.
 - a. Because it is behind the back it makes it easy for the Sniper to deny, but keep the pressure on.
 - b. When sniping occurs behind the back, by definition there is an informant in the loop. You always have to weigh how much you trust the informant because often they are snipers in disguise. If you suspect the informant tell them you don't want to hear it anymore; and if they tell you again, take that as confirmation that they are a sniper and probe for grievance with them.
 - c. Ultimately since the source of sniping is a suppressed grudge or grievance, if you can clear the air you will clear the sniping.
 - d. Sometimes when you clear the air there is no confrontation from the other person because the sniping may have nothing to do with you. People can be angry or resentful about other things or people in their life and it just comes out as sniping.
 - e. Often people suppress things because they don't want to make a "big deal" out of something. This is called "passive aggressive" behavior. If a person has a strong desire to "get along" when upset occurs, they suppress it. As resentment builds it can easily become sniping behind the back. Use the "yes person" strategy with them, which essentially

makes it safe for them to be honest when you are really relaxed, easy going, and open. Reassure them that it is not a big deal and it's okay to share with you.

- f. Other times it is about you. The way air gets cleared is through understanding. Understanding doesn't mean you agree with them, disagree, or will do anything different, or change anything; it is just a willingness to put yourself in their shoes and see how they are looking at it. It's like two eyes seeing from two points of view. They are both different and both correct. When your brain puts them together you see in three dimensions. Everyone is right from his or her point of view. This is a classic case of sometimes the thing that needs to be done the most, is the thing you least want to do. If you feel unfairly victimized by a Sniper, the last thing you want to do is understand his point of view. You want to explain your point of view. But the more you explain, the more he will polarize into his point. The strategy here is "understanding" by listening, backtracking, clarifying, summarizing and confirming. Of course you will probably need to also use the Nothing Person strategy to get things started. We will cover that later.



LAB ASSIGNMENTS & HOMEWORK

LEARNING OBJECTIVE

- ✓ To understand the strategy for success with Sniping.

HOMEWORK QUESTIONS

- ⓐ Name some behaviors that come under the heading of Sniping.

- ⓐ What television shows have the characters do a lot of Sniping? Are they friendly or malicious?

- ⓐ Have you ever cleared the air with someone? What did it take to do so?



COMMITMENTS TO ACTION BASED ON THIS CHAPTER