

ADAPT

Concurring



Concurring is one of the Adapt style behaviors in the Sphere of Influence 360°.

Concurring has different advantages. By concurring, you let others know that:

- You heard them,
- You understood them, and
- They are on the right track.

There are different ways to let others know you approve of what they are saying. Some are verbal, and others are non-verbal. In this exercise, we focus on the non-verbal variant.






**“Seek first
to understand
and then to
be understood.”**

- Stephen Covey

Exercise 1: Nodding your head

One way to let others know that you concur with them is by nodding when they say something you agree with.

We invite you to practice your concurring skills in a safe place - in front of the TV! Tune in to a show where many opinions are shared and nod whenever you agree with what you hear. Do this for 15 minutes to practice concurring, and consider keeping track of how many times you concurred during that period. Write the number down in the table below.

First try	Second try	Third try
Number of times you nodded	Number of times you nodded	Number of times you nodded
		

If you feel you are ready, start practicing your skills during conversations. This time, only nod if you **strongly** concur so that it won't come across as unnatural.

Exercise 2: Make some noise

Besides nodding your head, there are other non-verbal expressions you can use to show you concur. Try to alternate the nodding with one of the expressions below.

"Oh yes."

"Mmm-hmm."

"Ok."

Evaluation:

How did your attempt to concur work out?



1



2



3



4



5

What did you learn? What insights did you gain?

What went well? What would you repeat?

What can you do to improve your performance?

What is your next step?