

ADAPT

Giving In



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

Nobody's perfect, and we can't be right all the time. While everybody makes occasional mistakes or says things that turn out to be incorrect, it's what you do when you notice your errors that counts. Do you pretend nothing happened, even holding firmly to your statement, or can you admit your mistake? In this exercise, we help you increase your skills when it comes to giving in.

Why?

Because it can help build and/or save a relationship when you do so. By admitting you made a mistake or were wrong, you take responsibility for your slip up and show respect for the other person.



**“If you are wrong,
admit it quickly
and empathically.”**

- Dale Carnegie





Exercise 1: Worst case scenario

If you find it hard to give in, it's often because something is holding you back. In this exercise, therefore, we ask you to explore why you don't yield so easily.

The next time you find yourself in a situation where it would probably be better to give in, write down below the worst potential outcome if you admitted you were wrong or did something incorrectly.

You can also do this exercise after a conversation if you wish. It may not help you with a past conversation, but it will help you next time you find yourself in a similar situation.

The worst things that could happen to me if I give in:

Question 1

Reflect on the scenarios above. On a scale from 'Very unlikely' to 'Very likely,' how realistic do you think these scenarios are? Note your score in the table below - we'll come back to it later.

Very unlikely the scenarios will happen			Very likely the scenarios will happen					
1	2	3	4	5	6	7	8	9

Exercise 2: Best case scenario

In this exercise, we want you to do the opposite of the previous exercise. This time, we ask you to write down the benefits of admitting you were not correct or did something wrong. Write down the best-case scenario in the table below.

The benefits of giving in:	
	
	
	
	

Question 2

Reflect on the scenarios above. On a scale from 'Very unlikely' to 'Very likely,' how realistic do you think these scenarios are? Indicate your score below.

Very unlikely the scenarios will happen						Very likely the scenarios will happen		
1	2	3	4	5	6	7	8	9

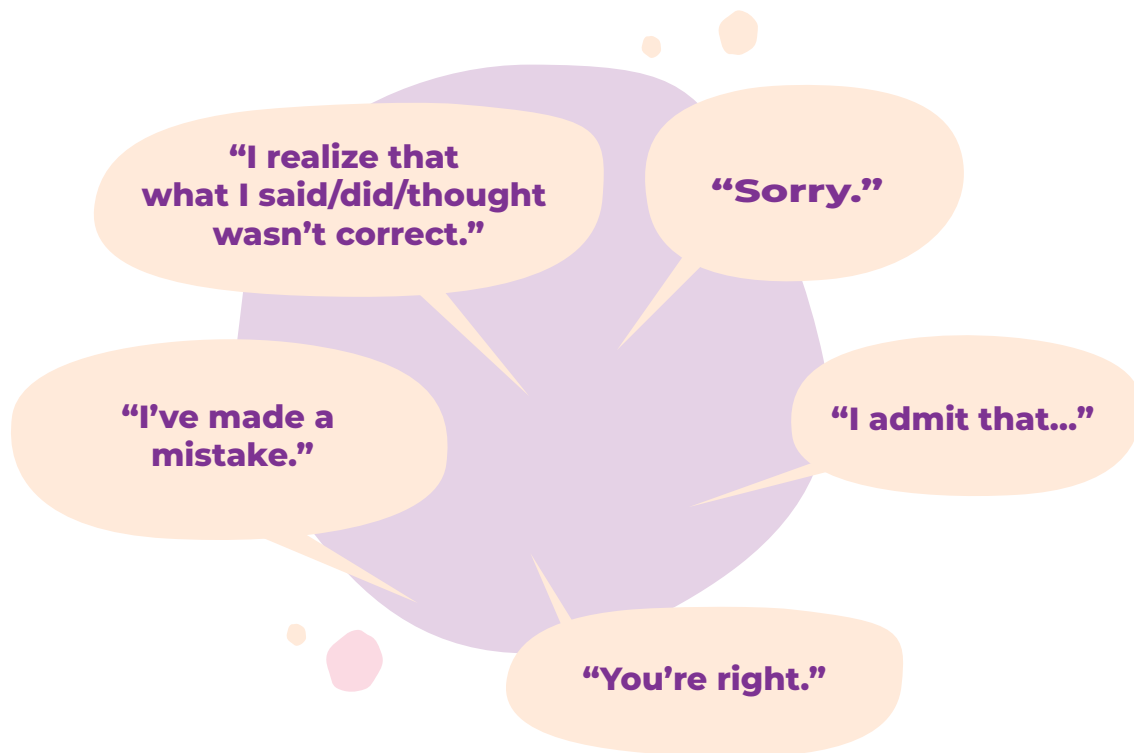
If you end up in the **purple zones** for Questions 1 and 2, you might be in a situation where there are serious disadvantages to admitting you are wrong. It could also be that your evaluation of the situation is overly cautious. In both cases, it might be an idea to check with someone you trust. See if they support your evaluation.

When your scores on both questions fall into the **pink zone**, it's time to start admitting!

Exercise 3: Say it out loud

Are you ready to start giving in? Can you find the right words to use? For inspiration, we have listed some remarks below that you could use in these moments. Like the quote at the beginning of this exercise, we encourage you to admit or apologize as soon as possible.

Good luck!



Evaluation:

How did your attempt to give in 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?