

ADAPT

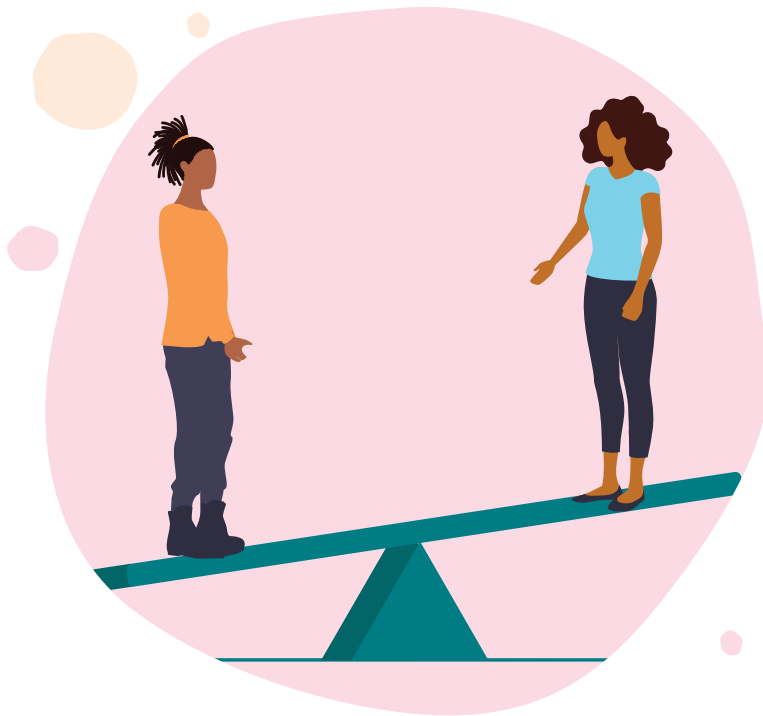
Making Concessions



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

Interactions may involve a little bit of give and take. It's always good to remember that achieving your goals sometimes means making concessions. Allowing something or giving something up can often bring you and your conversation partner closer together or help solve a disagreement or conflict.

In this exercise, we will help you identify what concessions you are willing to make regarding certain projects or partnerships. We also have some tips on how to make these concessions.



“Don't expect to get if you're not willing to give.”

- Anonymous

Exercise: Make a list

Reflect on a collaboration or project that isn't running as smoothly as you'd like.

Step 1: List 5 concessions you are willing to make regarding this collaboration or project and write them down in the column on the left.

	Concessions I am willing to make:	Most important to YOU	Most important to THEM
			
			
			
			
			

Step 2: Prioritize the list on a scale from 1 to 5, starting with "Most important to you" (1) and decreasing to "Least important to you" (5). Write your scores in the table above, in the column labeled: "Most important to YOU."

Step 3: Next, prioritize the list for your collaboration or project partner. How highly do you think they value each potential concession on a scale of 1 (most important) to 5 (least important)?

Step 4: Refer to the list above during your next interaction with that particular person or project and circle the first concession you could make. Ideally, the concession should be of the least importance to you while being of great value to the other person.

Tip 1: Make it slowly

The moment you meet someone else halfway, it is important that they know you are making a concession. The speed with which you offer concessions is therefore just as important as what you concede.

Make your concessions slowly. Those that come too fast or too easily might not feel like real



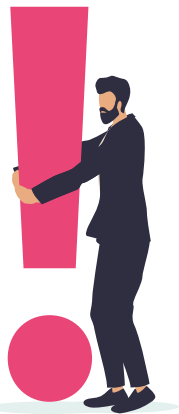
concessions to your conversation partners.

Tip 2: Empathize the importance

To ensure that the other person is aware that you are making concessions to them, it also doesn't hurt to emphasize the fact firmly.

Give the other person the impression that it is an important and significant concession on your part. Below, you'll find some example sentences that you can use:

- "I would actually prefer that..., but I am willing to accommodate you by..."
- "I had to think very hard about it but have decided to be forthcoming with you and..."
- "You know that it is important to me that..., but I would like to make the following concession:..."



Evaluation:

How did your attempt to make concessions 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?