

OPPOSE

# Challenging



Challenging is one of the Oppose style behaviors in the Sphere of Influence 360°.

It's not always easy to challenge people. Questioning their ideas, views, or proposed solutions can be hard! A tactful and effective way to get people to change their minds is by inviting them to explore their own solutions and elaborate on their opinions, suggestions, and plans.



**“The most important thing is to never stop asking.”**

**- Albert Einstein**

## Exercise 1: What if ...?

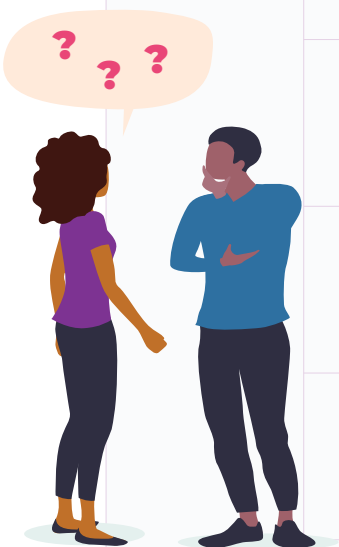
If you are in a situation where directly opposing the other person is not the best option (for example, if you are addressing your boss who does not like feedback), it may be an idea to zoom in on their ideas, opinions, or views. By generating scenarios that test the idea, you can explore whether their suggestion is strong. A few example questions include:

- Do we have the right means?
- Is everybody on board with this idea or plan?
- Is it the most efficient or effective solution?
- Can we handle the potential obstacles that this solution involves?
- How about timing? Is it the right time? Do we have enough time?
- How would ..... react?
- ...

Next time someone suggests an idea you do not support, try to generate as many possible questions as you can to challenge it.

Ask these questions the next time the conversation turns to the topic.

Questions you can ask to test different scenarios:



## Evaluation:

How did your attempt to challenge people 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?