



## BARRIERS

### ASSUMING:

Thinking you know what other people think, what they will do and how they will respond.

### RESCUING/EXPLAINING:

Stepping in to explain what happened rather than asking the kind of questions that will help a person discover what happened; or rescuing a person so he/she can't learn from the consequences of his/her own choices.

### DIRECTING:

Giving instructions on each step to make sure it's done *my* way (the right way). (Attitude of controlling another ... pick that up, hand that to me, etc.)

### EXPECTING TOO MUCH:

#### TOO SOON

The art of setting high standards and then pointing out the person's failure to reach those standards.

### ADULTISMS:

Adultism-ing is a process in relationships requiring other people to read our mind and to think as we do. "How come you never ...? Why can't you ever ...? Surely you realize! How many times do I have to tell you?"



## BUILDERS

### CHECKING:

Asking other people what they think, what they plan to do; or trying to understand why they chose to respond the way they did.

### EXPLORING:

Asking the "What? Why? And How?" questions to help a person become aware of his/her own perceptions and the consequences of his/her choices.

### ENCOURAGING/INVITING:

Seeing people as assets rather than objects or recipients. Allowing for mistakes and different ways of doing things.

### CELEBRATING:

Recognizing progress and encouraging any step in that direction.

### RESPECTING:

Being willing to "get into the world" of another person. The language of respect is, "What is your understanding of \_\_\_\_\_? Let me be sure I understand what you think or feel."