

PRAESTA

Self-Talk Affects Others Too

If you sometimes find it hard to manage the chatter in your head, might that be true for others as well?

Leaders can be held back by their own self-doubt or self-criticism yet forget that other people may be wrestling with similar feelings. Venting or dismissive language from others could be hiding their insecurity. Defensiveness or a refusal to engage might stem from their fear of criticism or conflict.

An irritable reception to your presentation to senior colleagues might be nothing to do with you and simply reflect that they have had a difficult day. If you knew that others were dealing with a strong internal dialogue, would that influence how you react to them?

To increase the chances of a productive conversation with another person, might you:

- Use positive body language,
- Build trust by asking questions that show a genuine interest in where the other person is coming from,
- Listen carefully to what they say and explore what might be unsaid,
- Show you can be open about your own thoughts and feelings when you encourage them to be open with theirs,
- Show that you value them and that any disagreement is about the issue. It's not a criticism of them as a person.

If you can stay calm and manage your own emotions, there is a better prospect that you will:

- Create an atmosphere of mutual respect,
- Find out what they need for you both to move forward,
- Move to a focus on solutions rather than problems,
- Identify next actions that you can both sign up to,
- Better understand each other's emotional triggers ahead of future conversations.

As for the presentation to senior colleagues, stay calm and see if you can help them feel better about their day!