

# REDUCING WEAPONIZATION

*Drama significantly reduces when people are co-committed and have very clear agreements. Once you define your commitments and agreements use this guide to support you in staying in integrity while not weaponizing the practices you agree to.*

## COMMITMENTS

### When **YOU** break a commitment...

#### DO

- Acknowledge that commitments get broken that it's human, that it's acceptable, and that it's an opportunity to recommit. Take responsibility and recommit.

#### DON'T

- Beat yourself up, make it mean anything more than it is, judge/criticize yourself, give up, pretend it didn't happen, minimize its cost, or shift the blame.

### When **ANOTHER** breaks their commitment...

#### DO

- Check to see if you have an agreement to point out broken commitments.
- Ask if the other person wants feedback.
- Come from an attitude of wanting to offer empathy, understanding, and support so others can learn and grow.
- Speak as unarguably as possible e.g. "You said you were committed to keeping your time agreements. I notice this is the second time this week you have not shown up at the time you said you would."
- Bring a spirit of play to inspire a relaxed environment for maximum learning and growth.
- Be present and authentic by including your feelings, thoughts and sensations in the conversation.
- Calmly point out any defensiveness you see in them in response to your feedback.

#### DON'T

- Assume you are right about how you are perceiving the other.
- Make drifting from presence wrong or see the other person as "doing it wrong!" e.g. "You are out of integrity!"
- Expect the other to shift right away.
- Back down if they get defensive (when you have an agreement to give feedback).

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## AGREEMENTS

### When **YOU** break an agreement...

#### DO

- Acknowledge to all others involved as soon as you're aware of the broken agreement.
- Ask if the other person is available to listen in the moment. If not, ask when the soonest they're willing to have a conversation about the integrity breach.
- Briefly and vulnerably reveal your feelings and thoughts about being out of integrity with your agreement. (Be present and share from above the line)
- Wonder what else there is to learn from the broken agreement.
- Share any relevant learnings.
- Reassess your whole body yes to the original agreement.
- Have a conversation to learn how the broken agreement was experienced by the other.
- Ask if there's anything the other person needs or wants in order to be willing to continue to make agreements with you.
- Define your current agreement going forward.

#### DON'T

- Apologize from below the line (as part a social script or from a place of belittling yourself).
- Rationalize, justify, blame, or explain. e.g. traffic, the last meeting ran over, a client called.
- Skip ahead to redefining the agreement without going through the other steps.
- Beat yourself up or make it mean anything more than it does.
- Try to control your or the other person's experience (feelings, physical sensations, or thoughts/judgements).
- Overpromise what you will or won't do in the future. ex. I promise I'll never be late again.

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## When **ANOTHER** breaks their agreement

### DO

- Check to see if you are above the line before pointing out someone else's behavior below the line.
- Ask if they are open to feedback before addressing the issue.
- Understand that everyone is doing the best they know how.
- Remember that if you believed everything they believed you would behave the same way.
- Support them the way you want to be supported when you break an agreement.
- Speak unarguably about your experience, their behavior, and the issue.
- Stay curious about what everyone can learn from the situation.

### DON'T

- Gossip about the other breaking their agreements.
- Blame, punish, or threaten.
- Play "gotcha" and one up yourself because they drifted.
- Analyze their behavior or try to figure out why they did what they did.
- Become at the effect of their behavior.
- Demand they shift right away.
- Assume that just because they drifted they are not interested or willing to practice conscious leadership.