



## Preparatory Questions for a VEDEC

### Vulnerable

- What do I feel vulnerable admitting to the other person?
- What are my fears?
- Is there something about my “Ego Triggers” that would be helpful to share?

### Empathetic

Put myself in the other’s shoes:

- What pressures could s/he be feeling? His/her fears?
- How would I feel in his/her shoes?
- How does his/her perspective make sense to him/her?
- Why would it make sense for me to behave the way s/he does, say what s/he says, or to view the world the way s/he does?

### Direct

1. Clarify the content:
  - In spite of my fears, what would be important for me to communicate?
  - What is difficult to communicate?
  - How can I summarize this in a simple and specific way?
2. How do I connect what is difficult to communicate with how I care for the other person?  
With my goals for me, the other person and the situation?

### Exploratory

1. Clarify what the other person really intends to say.
  - What is unclear in this situation? What would be worth clarifying?
  - What is the other person’s perspective?
  - What are the other person’s feelings?
2. Have the intention to challenge and expand your own perception of reality
  - Do I want to explore what might be missing or irrelevant? (Am I interested in challenging my story or beliefs?)
  - What is the way that I view the situation?
  - What are my assumptions<sup>1</sup> about the situation?

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<sup>1</sup> Assumptions = beliefs that I am unaware of, but that are shaping my emotional reaction to the situation



- Where in the conversation do I feel driven to make my point, to prove, and/or to be right over the other person? What would it mean to be exploratory instead? What would it look like for me to be exploratory in those moments?

## Caring

- What is/are my goal(s)? Are they good for me and others?
- Is there a contribution goal in this situation?