

Communication

Using Authentic Dialogue

Authentic Dialogue is a form of communication that requires talking with other people, not at or to them. It needs both openness for closeness, but also the component of distance for thought and reflection. Honesty and gentleness are critical. For these reasons, Authentic Dialogue can be risky and difficult because it means moving from silence to discussion, doing so in an understanding and appropriate manner.

What Makes Authentic Dialogue Possible?

First and foremost, you must know yourself by understanding your strengths and weaknesses and how these individual qualities affect others. Then, allow yourself to be known. Let people in! Do this by being honest with others about your thoughts, feelings, ideas, and needs. Take time to explore similarities and differences - things that make us all individuals. Then, when you encounter tough places, stay there even though you want to run or avoid those challenges. Ask questions for further clarification and understanding. Do not assume or presume. Try to share your thoughts and ideas and at the same time listen to the other person's point of view. By doing this, your communications will be more effective in producing results beneficial for all.

How Do You Communicate?

Direct

Like to feel in charge

Want quick action

Tend to be too blunt / a poor listener

Talkative

Like to be viewed as a persuader

Want to be successful & popular

Tend to speak before thinking

Sincere

Like to be seen as sincere, honest

Need praise & appreciation

Can respond too slowly to others

Organized

Very thorough

Need low-risk, organized situations

Can be too detailed, slow-to-trust

Top Ten Tips!

10. Listen Carefully & Think Before Speaking

9. Discuss Positive Feelings

8. Use Good Timing

7. Consider Other's Needs

6. Use "I" Messages

5. Speak Clearly & Specifically

4. Be Open-Minded

3. Encourage Others to Communicate with You
2. Respond Positively to Constructive Criticism
1. BE HONEST!

Find these helpful resources in the Leadership Library
The Seven Habits of Highly Effective People by Stephen R. Covey