Better Communication

in Your Marriage

7 Steps to Get it Right Without a Fight

A FREE Guide created for you with love by



Hey there!

Thank you for inviting this resource (and me) into your precious email inbox! I know your time is valuable and I *promise* this guide will be well worth your while. If you have ever felt like you and your husband speak two different languages, or you are fed up with the constant arguments, or you just want to learn what to do to make your communication a little better, you have hit the jackpot!

I've poured my heart and soul into this guide which shares what I know to be 7 Steps to Better Communication in Your Marriage. I hope they will work wonders for the communication between you and your husband. And the best chance you have of that happening is to *apply* them on a regular basis. It's a lot of information to take in, so it may be helpful to read one step at a time and try to implement what's there before moving on.

But let me tell you, I'm as guilty as the next person of downloading a resource, ordering a book, or going to a website only later to get so busy I never read it, or I forget to apply the information I've received.

I hope that doesn't happen to you and this communication guide.

I hope you read every single word and take it to heart.

I hope you practice everything I offer and dramatically improve your communication.

I hope you feel that this was one of the best things you found to really help your marriage.

BUT, if life gets in the way, or you just can't find the motivation to get to it all, don't worry! I've got you covered.

I'm offering a FREE Teleseminar to review and digest what's *here* (think cliff notes live and in person), and answer any questions you have about how to have better communication in your marriage (think your personal coach to give you advice on your specific situation).

So whether you read everything 5 times over, or only get to the first 5 words, I want you to mark your calendar RIGHT NOW to join me on <u>Sunday, April 17th at 9:00pm EST</u> for my FREE <u>Communication Coaching and Q&A Call.</u> You'll walk away with even more tips to make your communication great. The call details can be found on the last page of this guide.

I do hope that we will stay connected. I'd love to hear from you and get your feedback about this guide. I'm always available at chavonne@BeRelateAble.com. Let's get started!!

To YOUR better communication,





Dr. Chavonne Perotte Founder of RelateAble

Step 1: Choose to Trust

The foundation for argument-free communication is trust. Honestly, trust is a key foundation for any healthy and happy relationship. And there needs to be a high level of trust for your spouse and trust for yourself to achieve communication breakthroughs.

Arguments arise when we feel like the other person is attacking us, or that they are being defensive. Conversations take a wrong turn when we feel unheard, or our words are not understood in the way they were intended. Communication shuts down when you feel the other person is not being honest or isn't willing to fully engage in the conversation. At the heart of all of these problems is a lack of trust.

You don't feel comfortable sharing your thoughts and feelings.

You think the other person is only considering themselves and their perspective.

You don't believe what they say and try to force certain responses.

You feel unheard, which leads to frustration and aggravation.

You walk on eggshells, worried that if you say the wrong thing, the conversation will blow up.

The only way to get past these communication roadblocks is to come to conversations with a deep level of trust. Keep reading to see exactly what I mean.

Trust Your Husband

You need to trust that your husband is a safe place for you to share your deepest thoughts, daily worries and most pressing concerns. That "safe place" should mean you are not worried about being judged, criticized or put down in any way. You should trust that he can really listen to you and understand your perspective.

It's also important that you believe your husband has the best interests of you and your marriage in mind. That he really does want what's best for you and wants to have a happy and loving relationship with you.

You should be able to trust that your husband is being honest, or at least believe that he's doing the best he can in communicating with you.

If you are reading this and thinking, it's the *exact opposite* of how you feel, I get it! Clearly, there is plenty of work to be done in the trust department. Here are a few tips for how to increase trust as you approach communication.

1. Believe that trust is something you choose to give. For so long we've been taught that trust is earned by what other people say and do. And yes, that is true. The deeper reality though, is that trust is based on what we choose to think about another's words or actions.

When trust is broken, for whatever reason, we tell ourselves that person is a liar and we demand they earn our trust back or worse, don't believe they will ever be worthy of our trust again. Now I could easily go off on a tangent about trust, specifically as it relates to cheating or something similar, but I'll save that for another day. (Stay tuned though, 'cause I have A LOT to say about it!)

As it relates specifically to communication, you have the *power to choose* to trust in all the ways mentioned above. Come to the conversation having made the choice to trust. You will feel a shift in how you feel physically and emotionally. Now, could you be wrong in the end? Yes, absolutely! But the openness and vulnerability you bring when you *do* have trust at the beginning is going to dramatically influence your tone and the words you choose to use in any conversation. Instead of feeling that trust has to be proven, choose to give it freely at the start of a conversation.

2. Come to each conversation with a clean slate. Each conversation you have is an opportunity to learn, grow and deepen your relationship. But if you come with old baggage, memories of past arguments, and doubt that you'll actually get anywhere, you've sabotaged your chances before a word has been said.

Trusting that you can have a productive and honest conversation without it leading to an argument requires that you come with an open mind, giving your spouse the benefit of the doubt and having a clean slate. Leave the disagreements and misunderstandings of the past in the past.

3. Trust yourself. Let's be honest here. How many times have you come to have a conversation with your husband with your mind made up about how you want it to go? Exactly what you want to say, how you want him to respond, and what you want him to do differently as a result. You try to direct how the conversation goes to meet your needs and in the process only listen to him to defend your point or prove him wrong.

What's happening in these instances is that you feel you have to be in control. That he has to understand your perspective. He has to see that you are right. He has to listen to what you have to say. And when those things don't happen, you feel angry, frustrated and defeated.

Building trust in communicating with your spouse means that you believe you can handle any outcome of that conversation. You are not tied to it going a particular way. You won't throw a temper tantrum if he doesn't get it. You fully trust yourself that you are mature enough, and open enough to let things happen as they will. You trust, that no matter what, things will work themselves out and that you will be ok.

Alright! I know that's A LOT to take in. I'll be going more in-depth with step-by-step guidance on my Communication Coaching and Q&A Call on Sunday, April 17th. Make sure you are there to get the inside scoop!

For now, the take home point is that in order to have better communication, you need to trust the process of communication. Trust that you are heard (no matter what his body language may say), trust that he is communicating in his own way, to the best of his ability, and trust that you both have the capacity to work through whatever it is you are communicating about. If you have that taken care of, you can enter each conversation not on the offensive, or defensive, but as a calm, neutral party. Whoo-sah.

Step 2: Be Completely Honest

If you are like most people, you really do believe that you are being honest when you talk to your spouse. You share what's on your mind. You don't hold back. You want him to understand things just like he is inside your head reading your thoughts. But have you ever considered that what's in your mind, or the thoughts you think are sometimes just an illusion? A story you tell yourself to cover up what's really happening in your *heart*?

I recently saw a quote by Liza Palmer that said, "Angry is just sad's bodyguard." It's so true. When we are angry and frustrated, it's really just a mask for the sadness that's in our heart. So many times when we are communicating with our spouse, we talk out of our head and not our heart.

Instead of saying, "I don't feel important to you" we complain about how much he is working. Instead of admitting, "My feelings were really hurt", we point the finger an accuse him of being insensitive.

Instead of saying, "I'd like to spend more time together" you demand he give up a hobby or stop hanging out with his friends.

The list could go on and on.

But let me ask you this. What kind of response do you expect from complaining, pointing the finger and demanding comments? Nothing too positive, and it's a breeding ground for an argument. But what kind of response do you expect when you share your heart's desires especially when those desires are nothing more than wanting to be with and love your husband more?

What I want you to realize here is that your arguments about doing more housework, spending less time at work, communicating more, etc. are not really about those things. There is a deeper emotional need at play. And it usually has something to do with wanting a stronger connection, needing to feel loved, wanting to be "in this together" or something similar. But so many times, we let our "bodyguard" anger lead the conversation with the thoughts that we unknowingly allow to run around in our head.

So how do you communicate from your heart? I'm so glad you asked! Here are a couple of quick pointers.

- 1. Self-reflect. Ask yourself, "What am I really upset about?" Most times, it's not about the specific argument. It's really important to try to find the answer as well as the reason why you are reacting the way you are. Get inside your head and process all the thoughts running through your mind. Some helpful prompts include:
 - I feel...because...
 - Really, what I want most is to...
 - If he could see inside my heart, my husband would know...
- 2. Explain in detail. It's also important for you to be able to explain what was happening for you. State the facts of what is going through your mind. Try to use "I" statements. For example, in a recent disagreement with my own husband, I said something like, "I really wanted you to

understand where I was coming from and for us to reach a compromise. When it felt like the conversation was going nowhere, I thought we should take a break from talking about it anymore. I was not trying to be dismissive; I was trying to end the conversation before it got even more heated." Sounds so polite, right??! But it's also super detailed. I let him know exactly my thought process, what I intended, and what I did not intend. I know it's not that easy all of the time. Try your best, and speak only what's true for you. More about I statements will be shared in Key #7.

3. Allow yourself to be vulnerable. You've heard the saying, "don't wear your heart on your sleeve." We think that our heart is this fragile thing that needs to be protected or rescued from scary situations. But the more we open our heart and expose ourselves to those scary possibilities (pain, rejection, sadness, disappointment) the stronger and more honest we become. Whether you know it or not, all of us are walking around trying to protect ourselves from these negative emotions. But when someone lets their guard down, takes off their mask to reveal their true feelings, true communication begins. You feel compassion, you feel connection, because deep down you want to take off your mask too! I want to challenge you to be that first person in your marriage.

Again, I know I'm jam-packing these keys with as much information as I possibly can. The key takeaway here is to share what's really in your heart. Stop "trying" to be Mrs. Tough Woman, or Mrs. Angry Woman, or Mrs. Bitter Woman because that's not really who you are. Embrace that you are soft and sensitive, and that your feelings get hurt, and that you feel sad, or lonely, or long for a deeper connection. Share the most honest, vulnerable and authentic version of who you really are. Because nobody, I mean nobody, can argue with that. The truth is the truth.

Step 3: Be Clear with Your Intentions

How many times have you said, "We need to talk" or "I want to talk to you about something"? Probably more than you can count, right? And when you've come to those conversations, what's been your purpose? What did you hope to accomplish?

Was it to share your feelings so that he could understand? Was it to complain about something he was doing wrong, so that he would change? Was it to just vent and unload your anger and frustration so that you could feel better?

Or was it to really hear him out and fully understand his perspective? Was it to find a real solution or make a decision that both of you could be ok with? Was it to apologize and find a way to move past an issue? Was it to clear the air and work towards a stronger connection?

In order to have better communication and to avoid creating conflict, it's really important that you are clear with your intentions for having a conversation. Sometimes, our intentions are not even clear to us. We just know that there are things we need to get off our chest. And other times, our intentions are not productive and serve *our* best interests instead of the best interest of the marriage. An essential key in having productive conversations without unnecessary arguments is coming with clear and the right intentions.

Your intentions represent your goal or purpose for communicating. It's like a navigation system that, when used correctly, will guide you to your desired destination, using the most direct route, avoiding wrong turns and detours.

Understanding your intentions will require trust and complete honesty. You can tell yourself that you really want to find a solution and see things from his perspective, but if deep down you hold some judgment or feel your position is the only right one, you're doing yourself and the conversation more harm than good. Here are a few tips for creating clear and productive intentions.

- 1. Pause and assess your intentions. Many times when we come to conversations, you already have an idea of how the other person will respond. And many times you come to conversations with an idea of how you *want* them to respond. So you frame things in a certain way. You lead the conversation in a certain direction. You come to the conversation wanting to win.
 - Then there are those conversations that happen in the heat of the moment or in response to a specific situation. Those are usually the ones where you have not taken the time to assess what you want to get out of the communication exchange. Those are the times where you need to catch yourself, to take a step back and get clear on what it is you are trying to accomplish.
- 2. Make it your goal to listen and to compassionately understand. There's a big difference between wanting to know why (yes, with a neck roll) your husband did or didn't do something and really being open to accepting his reasons for doing or not doing something. The first approach will certainly put him on the defensive. Your intentions really are to hear his reasons, and then show him why they are wrong because deep down you don't like or approve of what he did.
 - In the second approach, when you want to compassionately understand, your only goal is to fully see his perspective so you can adjust your expectations and behaviors in a way that completely accepts his rationale. There's no judgement of if he was right or wrong, you just want to understand, and that's it.
- 3. Focus on solutions that will move you forward. Sometimes you don't need to understand every step and detail of an issue you are dealing with. Sometimes, the best intention when coming to a conversation is not to rehash what happened, but to get forward movement. Many times we tell ourselves we need "closure" before we can move forward, but that's not always the case. You decide when you have closure and when you don't. You determine when you are ready to move forward and leave the past in the past. Focusing on what happened before will keep you stuck in what happened before. Focusing on what you can create ahead of you will get you un-stuck and moving in the right direction.

So you may be asking, well when do I get to share my feelings and perspectives? Isn't there a time where my intention can be to just let him know how I feel? My answer is yes. I'm not going to be the one to take that away from you!!

In those instances, you just have to be honest about your intentions. Be clear that the reason you are coming to talk is to share your thoughts and opinions. AND at the same time, in those instances, I want to encourage you to release any expectation that your husband with empathize, agree, or otherwise make you feel better about how you feel. If your goal is to share your side of things, then that's your right and many times that's all you can expect to get out of the conversation. So don't make it more than it really is. BUT, if what you really want is to be understood and to understand, then see steps 1-3 above! ©

To wrap it up, the key takeaway here is to take some time to think about why you are having the conversation. Try your best to express your goals and make sure your final destination is to reach a place of mutual understanding.

Step 4: Listen with Your Heart

I used to think I was a good listener. I wouldn't interrupt when someone was talking. I could repeat back what they said. I asked good follow-up questions. It wasn't until I learned this concept of listening with my heart that I realized I was missing so much.

Listening with your heart means you are listening to what is being said for the purpose of connecting with what your husband is *feeling*. What are the emotions behind what he's saying, even if he can't articulate them himself? Listen for emotions like sadness, frustration, confusion, overwhelm, disappointment, loneliness. Ironically, these are often the emotions that we women feel when we are in conflict. He feels them too and is expressing them to you, if you can just listen. So to do so, constantly ask yourself and get ready to hear what he is feeling.

Listening with your heart is NOT listening to respond and it's not listening for the facts or information. Yes, you'll hear the words, but you're looking for what the words, or lack of words actually mean. Be careful not to make up a story that makes you the victim or one that makes you right and him wrong. If he's lashing out, he's feeling frustrated. If he's not saying anything, either he doesn't feel safe and comfortable expressing himself, or he doesn't have the words to share how he feels. It does not necessarily mean he doesn't care about you (as the victim) or that he's intentionally trying to disrespect you.

When you listen with your heart, you are then able to communicate at a very deep level, understanding the emotion behind whatever it is you are addressing, rather than the surface choice of words. I know this will feel a little new to you so here are a few things you need to do to listen with your heart.

- Slow down, give your full attention, and put your own agenda aside. Slowing down means being present in the moment, with that clean slate we worked on in Step #1: Trust. When we are in conversation, sometimes our minds are running 1,000 miles a second. Take a deep breath to quiet all that noise so you can give 100% of your attention to your spouse. Remember to make it your intention to listen, and not worry about what you want to say. Be quiet, and be still.
- 2. Play back what you heard and the emotion expressed BEFORE you actually respond. You can say something like, "ok, I hear that you feel..." or "it seems like you are..." or "I'm sorry you feel..." So often we are ready to fire back based on our reaction to what the other person has said. Instead, pause and repeat back what you believe you are hearing. Repeat back key phrases used, but more importantly, the underlying feeling you think is being expressed. This simple step will provide some additional clarity to you as you process what you heard.
- 3. Let your heart respond. When we really think about it, isn't communication between a husband and wife supposed to be one that's heart to heart? Let his words touch your heart and respond from there. Again, so many times we come to conversations thinking we have to protect ourselves and our precious little hearts. This creates barriers and room for

misunderstanding. When you talk and listen from your heart, the truth is always there and you are able to connect in a way that promotes real understanding.

When you think of it, sometimes, that's all you want the other person to say. The simple acknowledgement of what you are feeling makes a world of difference – for you and for your husband. So if you move on from this step remembering nothing else but to **let your heart** connect to his heart, I've done my job.

Step 5: Appreciate the Differences

Have you ever wished your husband just saw and understood things the way you do? Where you don't really have to explain yourself, or try to convince him of something, but he just got it? Do you get frustrated when you tell him something and it seems to go in one ear and out the other? Or when he totally misinterprets something you said? Do you get annoyed when he doesn't want to talk about something, but you are ready to go with a list of 1,000 things to say?

We all have differences in our approach to communication. Some of us like to think a lot about things before we say anything. Some of us like to pull our thoughts together by talking it out. Some people like to have a series of conversations, taking things in chunks, while others won't end the conversation until there is a full resolution.

You've probably noticed that you and your husband also have different communication styles. One of you may be very direct and to the point, the other may talk around issues in generalities and vague examples. One of you may prefer to get it all out on the table, while the other may try to sweep issues under the rug.

The key here is that there is no one right way. There's room for all of it to work if you are willing to appreciate those differences. If you feel your communication issues are your husband's fault, I want to challenge you to think again. The interactions you have with each other are the result of his actions, your actions, his reactions and your reactions. And guess which ones you have control over? That's right, your actions and reactions! If you've been telling yourself that he doesn't communicate, or he gets too defensive, or he's too direct, or he doesn't listen, or some other thing that he does too much or too little of, you are missing the most important opportunity to improve your communication. And that's with the story that's going on in your own mind.

Once you can appreciate what's good about what he does or doesn't do, you can enter any conversation with the right expectations for how it will go. So much frustration and conflict arises when you want him to converse with you in a way that's different from how it actually happens. You go into conversations with a judgement about how it will go which sets you up automatically for a less than great outcome.

I think the best way to learn to appreciate the differences of your communication is to ask yourself some empowering questions that can open your mind. Here are 3 you can start with right now.

- 1. What triggers me about his way of communicating?
- 2. What can I learn from his way of communicating? What do I need to do more or less of as a result?

3. How can our different approaches and communication styles work together as we have conversations?

The most important thing to remember here is that your way of doing things is not always the right way. And sometimes there just is no right way. There's what works for you, and what works for him. Your communication style and preferences are based on the set of your life experiences. No one can change that for you and you can't change that for another person. The only thing you can do is learn to keep an open mind, make no judgments and look for the good in the different ways you do things.

Step 6: Have the Right Delivery

When it comes to actually having the conversation there are three key components that require careful attention. Each is discussed below.

1. Timing. Sometimes, you can have a productive conversation in the heat of the moment. When all the other steps discussed are in place, it is possible to work through a specific issue right as it's happening. Other times, when emotions are really running high, it's best to collect yourself before saying anything. The funny thing is, usually in a couple, one person is more likely to want to talk right away, and the other is more comfortable waiting until they've really thought things through.

If you're the one who wants to talk right away, here are some things to think about:

- Why do you want to talk about it *right now*? If it's just to vent, that's not going to get you the outcome you want. If it's because you think you'll forget exactly what you want to say, write it down. That will also help you process what you're really upset about and how best to communicate it to your spouse.
- Appreciate the benefits of collecting your own thoughts. Things always come out better when you've had some time to really think about what you want to say. Think of times where you couldn't address an issue right away, and how it was a better conversation for having to wait.
- Find the good in your spouse's way of communicating. If he prefers to process and then come back to discuss, what can you see as positive about that approach? What can you learn from that approach?

If you are the one who likes to think about things first before you talk, here are some tips for dealing with a spouse who would rather talk right away.

- Reassure him that you feel the conversation is important. Oftentimes he will perceive your delay as meaning you don't want to talk about it, or you think it's not important. Make sure you share that it is important, and because of that, you want to take some time to really think about how best to respond.
- Give him a specific time where you can come back to the conversation. An impatient spouse will do much better if they have clear expectations for when something will be discussed and resolved. I suggest revisiting conversations between 24-48 hours.
- Allow him to share the top 3 things that are on his mind. Sometimes, a person won't rest until they've said what they want to say right then and there. Allow him to share 3 things he wants you to know or wants you to think about while you take the time you need to process the

issue. Be clear that you won't respond, but that he can share his thoughts right now if he absolutely must.

- 2. Body Language. There are times where you've said it all before you've even said a word. And it's all in the body language. It's in your facial expression. It's in your body position. It's in your eye contact. If you are already upset, it shows a million miles away, no matter how much you think you are covering it up, or trying to be open. Here are 3 things to remember to having body language that will reduce conflict.
- Uncross your arms and legs and sit in a comfortable position. If it helps, hold something that requires you to use both hands so you can maintain an open position.
- Watch your hand movements. No finger pointing or hands flailing quickly. Imagine you are giving a speech, like a politician keep your hands down or use open gestures like you are getting ready to receive something fragile and precious.
- Keep your face calm. When you want to roll your eyes, close them instead. When you want to pucker your lips or suck your teeth, take a sip of a beverage. Lots of times we underestimate the power of our body language. And even though you may be saying one thing, your expressions can say something completely different.
- 3. Tone. The tone you use is another subtle communication strategy that has a big impact on how a conversation can go. We all know what it feels like to be spoken to like a child, to be yelled at by an angry person, and no one responds well to an aggressive tone. It automatically puts you on the defensive and instead of listening to the actual words being said, you discount everything because you feel attacked.

The key to having a tone of openness instead of conflict is to be aware of your emotions and to keep them in check. Like body language, you can't really "fake it" with tone. If you try to be calm and nice when you are not, it comes off as sarcastic and well, fake. If you force yourself to be calm, eventually something will trigger you and you'll lose your patience.

If you are able, try to approach the conversation and any questions you ask with real curiosity and an honest desire to *hear the other person*.

To summarize, having the right delivery requires you have in place all of the other steps mentioned and keep your emotions calm. You have to get to a place of really being open and of approaching the conversation with love and a desire for a solution. Not your own agenda that he will see things your way, but that you both can see things in a way that best serves the marriage.

Step 7: Use the Right Words

OK, so now we get to how to actually say things! And perhaps this is all you expected from this guide! I encourage you to really take to heart all the other steps, because again, your words won't matter as much if the other pieces have not been considered and accounted for.

Still, the actual words you use and how you start a conversation can make a world of difference. For example, which would you respond better to:

- A. Why did you leave these papers all over the table like that? I hope you don't expect me to clean that up.
- B. Hey, I noticed you have some papers on the table. When do you think you'll be done and able to put them away?

Here's another one:

- A. You never show me any affection. Why not?
- B. I feel unattractive or undesired when you are not affectionate. Is there something wrong?

In both instances, I'm sure your answer was B. Even if the A examples, were said with the right timing, body language and tone, the actual *words* arouse defensive feelings. Here are some tips for using the right words.

- 1. Stop asking "why". Usually, most questions that start with "why" automatically suggests that something is wrong or that things should be going a different direction. It places the person in a position of feeling like they have to justify themselves instead of just sharing their perspective. Instead of starting a conversation with asking "why" try something like the following:
 - I'm curious about how you...
 - Tell me more about...
 - Help me understand how you think about...
 - I want to hear how you feel or think about...
 - How did you decide to...

For these suggestions to work, you have to be genuinely curious and not assume that you already know the answer or that the answer will be something you don't like. And don't forget to watch your tone!

- 2. Start using "I". I statements immediately shifts the responsibility to you. In effective communication, it's important that you take responsibility for yourself and how you feel as opposed to telling the other person it's all their fault. "You never" or "you always" are just not true statements and worse, they immediately make the other person wrong, which is a quick way to an argument. Starting with "I" gives you the opportunity to share your experience, and that's what you want to do. There is nothing to argue about when you are sharing your experience in a kind and loving way. But when you start with "you" it's like red alert signals go off and the finger pointing begins. And saying, "I feel like you" doesn't count! It's still blaming the other person. Instead try something like this:
 - I feel upset when...
 - When we don't spend much time together, I feel...
 - I would like for us to be able to...
 - I get really sad when...
- 3. Share your reasoning. Lots of time when we express ourselves, we expect the other person to understand why something is important to us. But as we've seen, that is not always the case. To go along with your "I" statements, it's important that you state your reasoning. Adding the word "because" provides an understanding of what you are trying to achieve and what your heart is really saying. Here are some examples:
 - ...because this marriage is important to me

- ...because I really miss spending time with you
- ...because then I am overwhelmed and stressed out with too much to do
- ...because I see that as...

There's so much more that can be said about using the right words. The key point to is to avoid using words that put your spouse on the defensive. Test your words out on yourself first. How would you feel if someone said the same exact thing to you? Speak from your heart about your own experience and try not to accuse them of anything.

That's it for Now!

So there you have it! Better Communication in Your Marriage: 7 Steps to Get it Right Without the Fight! As I shared at the beginning, it's A LOT of information to take in, and in some cases, I'm suggesting you do things in a totally new way. That takes time. Be patient with yourself. And don't lose sight of the things you have been doing right all along.

I hope you take this information and carefully consider what you can and are willing to start doing differently. But this is less about showing your husband what he's been doing wrong. I encourage you to share what you've learned or taken away from this resource with him, but try not to do it in a way that it becomes a mandate for how he needs to change as well.

And I hope to have you on the line with me for my FREE Communication Coaching and Q&A Call. Don't miss it on Sunday, April 17th at 9:00pm Eastern, 8:00pm Central and 6:00pm Pacific!

Here are the call details:

Dial in-number: (712) 775-7035

Access Code: 116746