Using the Universal Blueprint in Adult Relationships

You can use the Universal Blueprint in *any* relationship. Since adult relationships have adult-to-adult dynamics that are different from parent-child relationships, you only need to make a few minor changes to use the Universal Blueprint process and its 100+ tools in adult relationships:

Identifying Problem "Types"
▸   In **Adult relationships:** C = other person/client   P = me/personal
▸   In **Professional relationships:** C = Client problem   P = Professional problem

NO   =   Things are going well and I want to build a better relationship.

C   =   The other person has a problem.
         ▸   In parenting: We remember the four common Child problems with **PESS**: **P**eers, **E**motions, **S**chool, **S**iblings
         ▸   In adult relationships: The four common Client problems are **PEWS**: **P**eers, **E**motions, **W**ork, **S**ignificant other

         ▸   In parenting: If the *child* has a problem, the *child* needs to solve it. The *parent's* role is to guide the child through the process.
         ▸   In professional relationships: If the *client* has a problem, the *client* needs to solve it. The *professional's* role is to guide the client through the process.

P   =   I have a problem.
         ▸   In parenting: We consider the "**SHARP RV**" Parent issues: **S**afety, **H**ealth, **A**ppropriateness, **R**ights, **P**roperty, **R**ules, **V**alues
         ▸   In adult relationships: We consider the "**SHARP**" Personal/Professional issues: **S**afety, **H**ealth, **A**ppropriateness, **R**ights, **P**roperty. (No "RV.") Depending on the type of adult relationships, it may also be appropriate for us to resolve differences in our personal Rules and Values.

PU   =   I have a problem with the other person's behavior, but the other person doesn't realize how the behavior affects me or it's just the way he/she is.
         Adult "PU misbehavior"
         ▸   Has the *client* consistently shown skill mastery? Is it deliberate or not?
         ▸   Consider personality traits and prior learning experiences

PO   =   I have a problem with the other person's behavior, and the person seems to be acting this way on purpose. I wonder why?
         Adult "PO misbehavior" (page 336)
         ▸   Adult misbehavior can serve all four goals
         ▸   Troubled adult relationships often follow the discouragement cycle

C/P   =   *We* have a problem.

"PASRS" Effective-Response Formula
for Adult Relationships

Have a PLAN for responding effectively to problems

Prevent the problem from starting or worsening
- Encourage and support others by giving a **D.I.P.** a day to build self-esteem
  - *Describe* what the person did, instead of labeling it "good."
  - Focus on the *Internal* benefits of positive behavior, not external rewards
  - Focus on the *Positive* aspect of what they did or any effort/improvement
- Seek **cooperation** instead of demanding your way by:
  - Wording requests in positive terms that describe what you'd like them *to* do.
  - Stating the value of or reason for the request
  - Offering choices within your bottom-line (what's non-negotiable)
- **Model/Teach skills** to enable others to improve their relationship skills

When problems arise:
Determine "who *owns* the problem."
- Avoid using "that's their problem" to blame or avoid dealing with conflict.

SAY

Acknowledge the other person's feelings/perspective *first*
- Clarify what you think the person feels or means. Never ass-u-me anything!
- Ask helpful questions that invite more communication and pinpoint the real issue.
  - Use "open-ended" questions instead of "yes-no" questions.
  - Avoid "why" questions that put others on the defensive.

State your concerns or feelings
- Be assertive, not aggressive.
- Avoid blaming words like "you."
- *Describe* what you see, how you feel or what you'd like to see happen.
- If appropriate, apologize. Realize a simple "I'm sorry" does not automatically erase hurt. Instead, say "I'm sorry for _____. What can I do to help you forgive me?"

DO

Redirect misbehavior exactly same as children, based on PU (signals, one-liners) or PO.

Solve the problem by choosing one of the following options:

Solve it <u>Yourself</u> *using the "CAR" method*	Solve it <u>Jointly</u> *using the "BED" method* (or to make decisions for yourself)
Change it	**B**rainstorm ideas
Accept it	**E**valuate the ideas
Remove yourself from it	**D**ecide/agree on a solution

FOLLOW THROUGH