



JIM HARSHAW JR.

Revealing Failure as the Path to Success

Success Through Failure Podcast

Action Plan Episode #241

David Wood

Afterlife as a consulting actuary to Fortune 100 Companies, David built the world's largest coaching business, becoming #1 on Google for "life coaching." He believes the tough conversations we avoid are our doorways to confidence, success, and even love – in both work and life. David coaches high performing entrepreneurs, executives and teams - and even prison inmates - to amazing results AND connection. One conversation at a time.

Quotes

"The tough conversations we haven't had form the boundaries of our world. But the tough conversations that we do have become our defining moments that actually reshape our reality."

"A lot of great things can come out of the truth and you can find out where you're supposed to be."

"Get curious and listen."

About Having More Than One Opportunities to Risky Conversations 16:25 - 19:10

I ask myself, is this a relationship I want to invest in? There are so many things I don't share with people because I don't want to have that tough conversation and I don't really care. I'm not working with them, they're not my family member, they're not my partner, not my kid. So I might not have that conversation. But let's suppose it's a workmate. Now it's even more that I have it because it's in between us. It's affecting my relating with them. I'm investing time to support them but I don't feel supported. I'm going to have that conversation. It's true that the stakes are higher. What I remind people - and this is great for the failure context - is that you normally get more than one chance. We humans seem to think it's a one-shot rodeo. I had a guy in the last

couple of months I shared an honest thought that had gone through my head. We were at a practice where our job was to share our thoughts. I said, 'I felt bad that my dog wasn't giving you any attention. You seemed to want to play with her and she kept ignoring you and I'm thinking, "Oh Bella, be nice to the disabled guy."' He was in a wheelchair. He didn't enjoy that at all. He had a reaction and he said, 'Is that how you see me? Is that all I am?' I asked him later to talk about it and he said he's not ready. But I don't believe I get one shot or two shots at it. I saw him last night. He was across the room and he was all smiling and joking with me. I thought, all right, things are opening up. If the conversation doesn't go well, then you might get a round two. You might even say, 'Can I have a do-over? I don't like how that went and I'd like another shot at it. Can we talk about it again?' It might take time for them to come around and be with their feelings."

About Deciding If a Conversation Should be Had or Not 20:22 -21:55

"What I recommend is for people to do a risk assessment or profit assessment. What's the downside in having this? 'This worker might feel upset and triggered and our relationship might be more strained.' But when you go into the conversation preempting that, 'This is my fear, that you might feel offended and our relationship might be more strained, that's my hesitation,' it's less likely to happen now because you've said it out into space. And then, look at the often. This is what the mind doesn't often present to us. That's why we need a worksheet. 'What is the upside? Maybe I could feel good with this person. I could feel like we're supporting each other. We could be on the same team. I could enjoy working with them. Is this upside greater than the downside? Am I willing to risk it?' In my case, nine times out of ten, I'm willing to risk it because I believe that if something negative happens, in the long run it's probably better. So you either pay upfront with some awkwardness at the risk of a downside, or you pay slowly over time by resenting this person."

About How to Screw Up Tough Conversations 26:55 - 27:40

1. Not asking permission for the conversation and just launching into it without providing context
2. Not showing any vulnerability, not letting them know what you're afraid of
3. Not setting a positive intention for the conversation, which allows the other party to launch into their own story about what your intentions could be
4. Just complaining, instead of making a clear request

5. Walk away without listening to their side of the story.

About 4 Steps to Having a Powerful Conversation 28:00 - 31:00

1. Ask permission and share one hope. It might be, 'Hey John, can we talk? It'll probably take five or ten minutes and I want to talk about how we're working together. I'm thinking there might be a way we can work better together. That's my hope.'

2. Assuming they say yes in step 1, step 2 is **share one fear.** 'My concern is you might think I'm an idiot for bringing this up. You might feel offensive and that is not my intention. Maybe things will be even more strained after this conversation than they were before. But in service of us having a good relationship, I think it's worth it if we brainstorm a little bit and see if there's a way that things can be firing in all cylinders.'

3. Share the issue. "I'm feeling a desire to see you show up more. I feel like I'm often cleaning up after we've done a project. I'm the one left holding the bag. I feel like I'm working some late nights to get stuff done. I'm getting paid but I feel like I want to see you showing up more. That would be my request, that you pull a couple of late-nighters as well with me on getting these projects done.'

4. Hearing their side. "What do you think about that? How is it for you to hear that? Is it weird that I'm bringing it up? Is it great, is it something in between? What are our thoughts? Maybe you have a better idea than I do.' This is where you shut up and listen, and you get collaborative.

Action Item

Speaking up and speaking my truth particularly when I could lose something, I think I can directly track that to my success. It's lost me a bunch of stuff too but I think that's the stuff you're supposed to lose.

Link for Tactics by David

- 1) Download the [blueprint](#) for having hard conversations
- 2) Listen to "[Tough Conversations With David Wood](#)"
- 3) See if you're eligible for a free [Discovery Session](#)

Episodes Referred

Steven Hayes - Acceptance and Commitment Therapy/Training:
<https://jimharshawjr.com/231/>

Sheila Heen - Negotiation, Receiving Feedback & Difficult Conversations:
<https://jimharshawjr.com/181/>

Free Blueprint For Success

<https://jimharshawjr.net/insider-secrets19300394>

Website and Social

Website: <http://playforreal.life/>

Blog: <http://playforreal.life/blog/>