

NVR UK Conference 2019

Relating the Principles of NVR to Positive Professional Interactions and Relationships

Workshop Facilitator: Rosalind McCormick (Contact number 07896661106)

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Reflective Tool

These reflective questions begin to identify current or historical experience of coercive behaviour in professional settings:

- When and how do you use your professional power to work **with** another person? (I.e. to enable another person to recognise and appreciate how to use their own power or to genuinely collaborate with them.)
- When, how and with whom do you compete for power in a professional context? (I.e. there is a sense of point scoring.)
- When and how do you experience a restriction on what you can say / do / ask / achieve because of a concern about what another person will do or how they may respond to you directly or indirectly?
- On a scale of 1-10, how often do you experience shaming or humiliation by a colleague or manager?

Never 1 2 3 4 5 6 7 8 9 10 Regular Occurrence

- Does this happen in public settings? Yes/No

These New Leadership Reflective Questions are a starting point for change:

- Who can you identify as supporters (who are non critical, non-advising, non vengeful) as you address this?
- What are the behaviours you experience from another professional which limit your power? (List these)
- What are your patterns of response including ones which perpetuate the situation you want to address? (List these)
- What are your patterns of escalation? (List these)
- What do you need to stop doing? (List)
- What would you like this person to start doing? E.g. Speak to you respectfully/ Honour agreements about task completion etc.
- What do you appreciate about them?

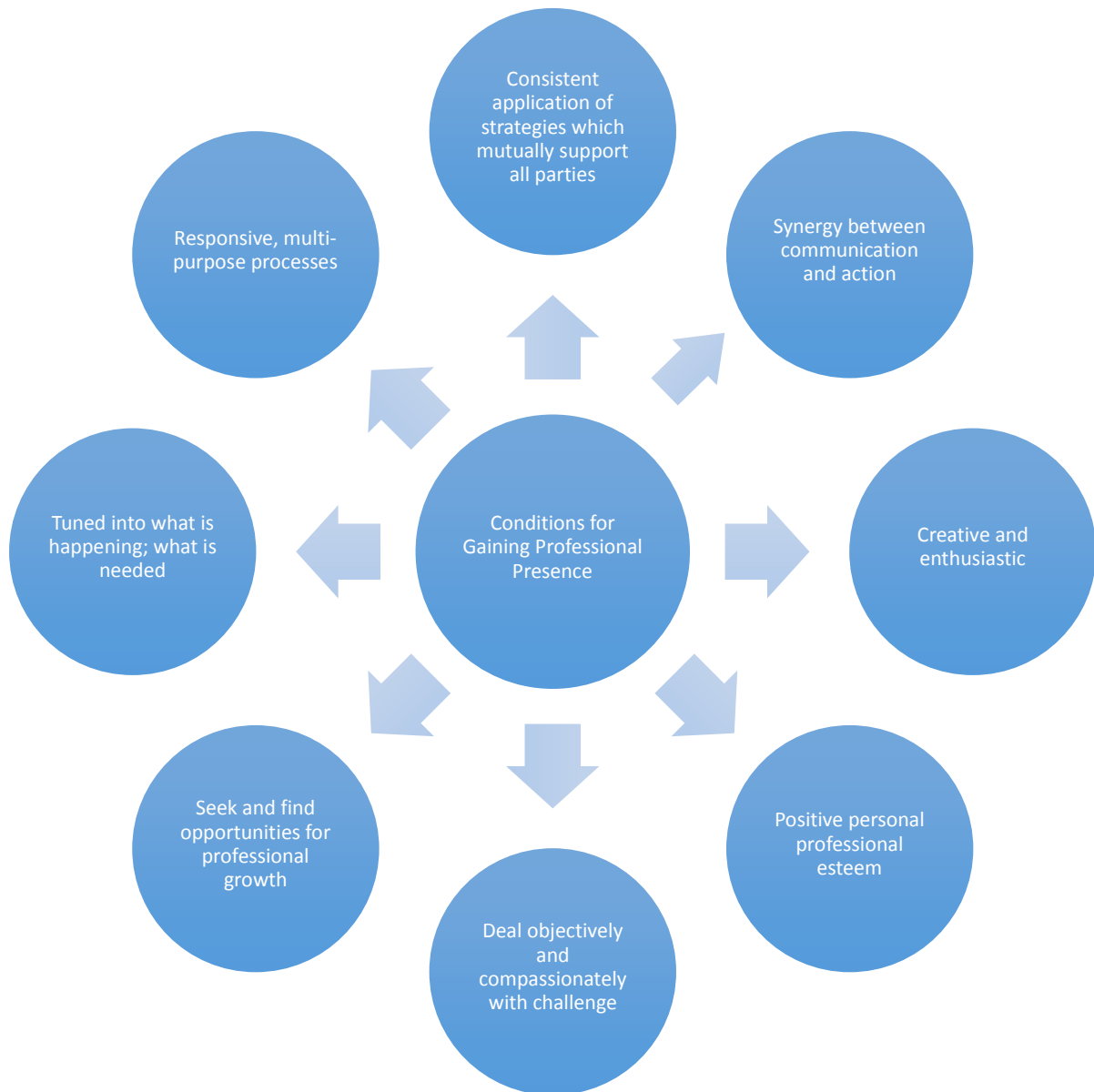
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Conditions for Gaining Professional Presence



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Conditions for Losing Professional Presence

