

TRANSPOSING TOOL:

This tool involves answering three questions from the perspective of the other person. These questions address three fundamental perspectives of being human - thinking, feeling, and intention. Using the first person, put yourself in the others' place and ask:

- What am I thinking?
- What am I feeling?
- What am I wanting?

Asking these questions allows you to see a situation through another person's eyes and to access your empathy. It also gives you a greater range of choices about how you communicate with that person.

"Never judge a man until you have walked a mile in his moccasins."

It is also possible to transpose yourself, to get a clearer picture of what you are really thinking, feeling, and wanting in any situation. To do this, you mentally step outside yourself, as if you are looking down from above to get the widest possible perspective, and ask in the third person:

- What is he/she thinking?
- What is he/she feeling?
- What is he/she wanting?

We hardly ever get enough distance from ourselves to be truly objective. This tool can help.

Transpose and transform

List three people you could Transpose on a regular basis to help your ongoing relationship. Pick one of them who is evoking some stress to transpose now.

Put yourself in the other persons shoes and ask the three transposing questions.

Did you gain any new insight about this person or about your choices in how to communicate effectively with him or her? If not, try again and take another look. Remember that people can always change according to time and the specific circumstance as they see it.

One cause of stress is the assumption that we know another person, even though we have not looked closely. The more we transpose the more natural it becomes.

Resource: 'Inner Game of Work' Timothy Gallway

How to use in a context of coaching session

If a coachee comes to the session describing a conflict they are currently involved in with another person, invite them to take have a look at the situation from the perspective of that person. You may ask them to change the chair and really imagine them being that another person. When they feel that they are ready, ask them as if they were that person (you may use the name of that person, for example, it's Mike):

- Mike, what are you thinking about this situation?
- What are you feeling about it?
- What do you want from this situation?

Make sure, that your coachee is answering from the perspective of that other person involved in the conflict (Mike) and not from their own.

Then ask them to return to their chair and to themselves. Ask how seeing the situation with 'Mike's' eyes shifted their perspective? What could they do with this insight? How could they communicate to this person?

Create options related to resolving a conflict and define actions to move forward.