Use this model when working with colleagues and teams where disruptions negatively affect team dynamics and performance, specifically the first time someone does something inconsistent with policies, standards, values, etc. of an organization.

Example:
A team member widens when their team member says something.

Tips for Success:
1. Stay on message.
2. Keep it short.
3. Focus on the behavior, not the person or the root cause.
4. Options for Possible Documentation: In additional.

For more details about each model, please refer to the CFE Feedback and Difficult Conversations One-Pagers Series.