

The Confrontation Model

Do you find yourself avoiding confrontation? When you do decide to finally confront someone, does it usually not go as planned? If so, it may be the approach you're using. We are naturally inclined to get defensive when we feel attacked, and that includes when the feedback has positive intentions. The Confrontation Model was created to reduce the defensiveness reaction in the other person by focusing on the experience and the shared relationship goals rather than the undesirable behaviour.

Stage One	Stage Two	Stage Three
<i>How do I feel?</i>	<i>Why do they care how I feel?</i>	<i>What do I need them to do differently?</i>
What Do I Say?		
- Name what emotions are coming up for you - Explain the impact of that person's actions on you - Avoid any blame or criticism of that person's actions - Focus on "I" statements	- What stake does this person have in understanding your experience? - What common ground exists in them buying in? - What do they gain by understanding?	- What would need to change to meet your needs? - What kind of approach would make you feel differently? - What would you want their behaviour to look like moving forward?
Example		
"I am feeling very disrespected and judged since our last interaction when you said that I was a bad parent"	"I am letting you know this because I value our friendship and your input in my parenting, respect your opinion, and want us to continue to be able to talk about issues that come up with my children"	"In the future if you see concerns in my parenting, I'd appreciate you sticking to suggestions about what I could do differently rather than making conclusions about what kind of parent I am overall"

My Confrontation Planning

This is a new skill, and like any new skill, it can be really helpful to practice before we try it out. Fill in the chart below to help you decide how you want to approach this conversation.

Stage One	Stage Two	Stage Three
<i>How do I feel?</i>	<i>Why do they care how I feel?</i>	<i>What do I need them to do differently?</i>
What Do I Want to Say?		
Reflection Questions to Prepare		
- How would I feel if someone said the above statement to me? - What would I say back if someone said the above statement to me? If someone responds to me in the same way that I think I would respond, would I be satisfied? - What am I hoping to hear in response to the above? - When is the best time to confront the person I need to speak with? - Is there any processing that I need to do beforehand to be able to remain calm and level-headed when confronting this person with the above statements? - If someone does exactly what I've asked of them in stage three of my confrontation, would I be able to continue my relationship with this person?		

Do You Need More Support With Confrontation?

It's hard to make meaningful change, especially when we truly want to connect and avoid hurting others. Being able to state our feelings, desires, and needs is a core part of creating a healthy relationship. If you find this hard, reach out to our team of trained therapists. Your therapist can support you in making a personalized plan to dive deeper into understanding your experience and how to frame your confrontations. Learn more about our team members on our website - www.therapyuninterrupted.ca/our-team - or book your free consultation with a therapist [here!](#)