

## Scenarios: Practicing the “I” Statement

### **Tone it down**

It’s Ann. She is efficient, organized, and knowledgeable and certainly passionate! You have no complaints at all about the quality of her work and her enthusiasm for getting things done. It is her interactions with others that concern you.

When Ann needs something or is focused on completing a task, she can be loud and demanding. Her tone and direct approach can alienate others, causing them to delay meeting her demands; she then gets more demanding and sometimes even rude.

If things don’t change you are fearful Ann’s interactions with others will alienate not just her, but your operation.

### **Pulling your weight**

A couple of your employees were finally working well together on the farm. It took a while to iron out “who was responsible for what”. You thought things were fixed and the guys were each handling their own responsibilities.

Lately, it seems that James isn’t putting in the same effort and things are going undone. Ben hasn’t said anything, but a few times you’ve noticed that he is picking up the slack, and doing things that James agreed to. Ben certainly seems more tense when he is around James and is shorter tempered than normal.

You don’t want to upset the balance they seemed to find, but you know there’s something brewing. You need to talk to both of them.

### **Dad Won’t Let go**

Kent has been in charge of this operation for so many years, he is having a hard time letting others in. He has been trying to let you “own” a few things, and he insists he is delegating those things to you, but in reality he isn’t letting go.

Just last week he asked you handle the labor contracts for this year. You’ve been working through the process, but every time you see him, he asks for an update. Just this morning, you gave him an update on an issue, and not 30 minutes later, he asked if you have resolved it yet. His need to know every detail, every step of the way is exhausting and frustrating.

Not only do you feel his lack of trust in you, you could work so much more efficiently if it weren’t for his constant follow up.