

Working through the situation

However you are involved in the situation, whether you are the target of poor behaviour, have had an allegation made against you, or you are supporting someone else, it can be useful to work through the situation.

This template can help you to step back, get a better understanding of what happened, and what you'd like to happen next. Find a safe place to talk, where there will be no interruptions.

The scenario Work through what happened, thinking about the perspectives of everyone involved.

<p>What was the behaviour?</p>	<p>What was the context?</p>	<p>What was the impact?</p>
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BUILD options What would be the most constructive way to give BUILD feedback?

<p>Name the Behaviour. Their actions, not personality.</p> <hr/> <hr/>	<p>(Understand their context.) What was going on for them?</p>	<p>The Impact on you / target. What you / they felt / did as a result.</p> <hr/> <hr/>
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Model behaviour How would you like things to change? How would you do things differently?

<p>What behaviours would work better?</p>	<p>How would you (or the target) want to feel?</p>
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