

The *TIP* practice



Topic

“We’re about to talk about _____ [Topic]”

What are we doing together? What are we gathering for?

Image(s)

“I’m afraid to come across as _____ [Dreaded Images]”

What Dreaded Images do I want to avoid appearing?

Purpose

“But what really matters to me is _____ [Purpose]”

What do I care about that’s good for me and for others?

The *TIRP* practice



T	opic	<i>“We’re about to talk about _____ [Topic]”</i> What are we doing together? What are we gathering for?
I	mage(s)	<i>“I’m afraid to come across as _____ [Dreaded Images]”</i> What Dreaded Images do I want to avoid appearing?
R	eaction(s)	<i>“When with these fears, I tend to _____ [Reaction]”</i> What Counterproductive Behaviors might I fall into?
P	urpose	<i>“But what really matters to me is _____ [Purpose]”</i> What do I care about that’s good for me and for others?

Example

The TIRP practice



T	opic	<i>Example – in mentoring someone: “We’re meeting to explore your growth in your new role,</i>
I	mage(s)	<i>I’m afraid of coming across as arrogant and controlling.</i>
R	eaction(s)	<i>Because of these fears, I am likely to hesitate to give you direct clear feedback.</i>
P	urpose	<i>However, I’m really committed to supporting you in your new role and for that to share my observations and guidance.”</i>