

WHEEL OF INTERVENTION

Each sphere where we can take action has different levels of risk and reward. Deciding ahead of time on the spheres where you can intervene is helpful and practicing is key to building courage and moving to more challenging spheres.

Intervening by sharing what you are hearing and feeling is often effective, especially towards the center of the wheel. When you restate or paraphrase what has been said, you give the speaker an opportunity to both hear what he/she said and if necessary provide clarification.

Possible examples:

- “ I hear ___ when you say that.”
- “I feel ___ when I hear _____”
- “When you say (paraphrase), I think you mean ____.”

Often the intent of the speaker is very different than the impact on the individual or group affected. It takes intentionality and it takes courage to intervene when intent and impact are not aligned.

