

HOWL WORKSHEET



BE COMPLETELY PREPARED TO HOWL WITH SOMEONE BEFORE YOU REQUEST TO HOWL.

Do it right away, or allow a cooling off period as needed. Prepare and practice your worksheet ahead of time. Remember: Clear is Kind.

OWN YOUR ROLE.

*Don't say "You made me feel...", say "I felt..."
Use "I" not "we" or "you".
It is only your side of the story.
Own your role in what has happened.*

USE SIMPLE, SHORT SENTENCES.

*As with most things, the KISS principle applies:
Keep it Simple, Silly.*

A HOWL ISN'T FOR EVERY SITUATION.

A howl is great for most of our interpersonal conflicts, but some more severe behaviors require a different approach. Never hesitate to seek help or advice from a supervisor.

THE FACTS

Objective, observable truth. No opinions, feelings, or conclusions.

1. _____
2. _____
3. _____

MY THOUGHTS/FEELINGS

"I think...", "In my opinion...", "My assumption is...", "I felt..."

MY ROLE

How can you take complete ownership of your role in this issue?

WHAT I WOULD LIKE TO SEE CHANGE

What is the ideal future and how can they help create it?
