



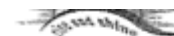
Recovery Path of Personal Power

When people begin to experience personal power, they find themselves on a path to recovery and often moving deeper into self-discovery. The recovery path of personal power makes way for people to recognize their own strengths, make their own choices, become self-directed, and develop self-determination. Their sense of identity (authentic self), self-confidence, and self-efficacy all become greatly enhanced.

If we try to fix people, however, by advising them on what they *should* do, we run the risk of shutting down their power. And because recovery is hard work, it's the person him or herself who needs the power to recover. We can easily shift the power to the other person by simply using empowering elements and empowering language in the way we communicate.

Empowering Elements

- * Use active listening, (ears, eyes, mind, body and heart)
- * Use reflective listening
- * Relate to the person with empathy
- * Ask for strengths and affirm strengths
- * Ask open-ended questions
- * Acknowledge their progress
- * Use "I" Statements
- * Go with resistance, not against it
- * Reassure them of their expertise
- * Avoid power robbing language; use empowering language



Power Robbing Language	Empowering Language
You should or shouldn't	Can, could
You need	What have you considered?
You must or have to	What are your options
You can't	What can you do?
No one can do that.	Up till now
Problem	Challenge, situation, concern
But.....	And
Unfortunately	One thing to consider is
It only works when	What other ways can work?
The best way is	Options you may consider
Your only choice is	What choices can you make?
My advice to you is	What has worked for you in the past?
You can't do that.	Some things that worked for me are....

Adapted from Feel the Fear and Do It Anyway by Susan Jeffers, Ph.D.

Praise: _____

Enhance: _____

Praise: _____