

The Three Rs of Advising

RELATIONSHIP

Being connected to the other person; investing time and interest beyond the topic/issue to understand the broader context of the other person's life; the other person understands that you have their best interests at heart

RESPECT

You respect the other person's inherent creativity and resourcefulness and establish credibility that a) you have useful advice to give and b) advice is not being offered to bolster your own ego

RESTRAINT

You make sure the other person's brain is in a receptive mode, which occurs through a process of activation when you listen, are curious, demonstrate warmth and openness, and more

The Two Additional Rs of Teaching and storyTelling

Just RIGHT

You communicate stories and learning points by providing enough information to make sense without so much that it overwhelms and/or bores the other person

RELEVANCY

You make sure all information and stories shared connect directly to the key issue the other person is sharing, and work to involve the other person while telling stories or teaching critical points