# Confrontation Averse

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[](http://uniquepathways.websitehabitat.com/wp-content/uploads/sites/21/2012/01/Shaking_Hands.jpg)We encounter people in business or life circumstances that just don't agree with our perceptions.  Very often, in our relationships, We can sense a building of resentment if we have not at least agreed to disagree.  Each new encounter with these individuals creates already determined results in our minds.  We approach the conversation ready to defend our position assuming that is our only course of action.  "Our gloves are on", so to speak.  Let us realize that one can not have a  confrontational discourse if there is no confrontation.  Putting aside the anger, ego, I am out to win at any cost, can result in what is called a non-confrontational conversation. Simply said: In your meeting with another: State the issue, its significance,  your responsibility, your desired outcome, what has been accomplished so far, what you would need from the other-value their input, plan for action with both participants' action plans being recognized. I recommend Susan Scott's book: Fierce Conversations-Achieving Success at Work & in Life, One Conversation at a Time   Subscribe to my site to get a coaching tip/week.  Ask for the one related to this blog  titled: *"Come let us reason together"-*The Bible