



### Communicating Your Ideas – The Challenge:

*“My ideas are better than my bosses ideas. I am certain that I am right. What should I do?”*

This is a great opportunity to practice your influence skills! Try the following:

**Step One:** Understand your manager’s Myers-Briggs Type. The S/N and T/F functional pairs form their convincer strategy; (S/N) how they take in information and (T/F) how they make decisions. Use language that appeals to their type. If they are an "S", come in with data. If they are an "N", talk about where your idea will take the team or company. Discuss the possibilities. If they are a "T", present it in a logical format and you may want to talk about how the decision may be fair and appropriate. If they are an "F", you may want to consider emotions and values. Also, keep in mind whether or not they are an "E" or "I" and adjust your style so that you can more easily establish rapport.

**Step Two:** Identify what you think your manager's position is and why. Is it valid? How does your solution address these concerns?

**Step Three:** Schedule time to meet with your manager.

**Step Four:** Open in a non-threatening way like, "I had some thoughts", or "Your position on (blank) triggered some thoughts for me" or "I had an idea I wanted to run by you."

**Step Five:** Be open for feedback. Check for understanding. Ask questions, listen, he/she may have a valid point.

**Step Six:** Use mind mapping as a tool to bring the two of you together to plan as a team.

**Step Seven:** If your boss still disagrees. At some point, you need to realize that they need to make a call and support that decision 100%.

**Step Eight:** Should the situation escalate to a conflict, utilize your conflict resolution techniques.

### ***Communication Tip:***

Keep coming in with ideas. It positions you as a contributor, it is good for the team, and they may just go with your idea next time.