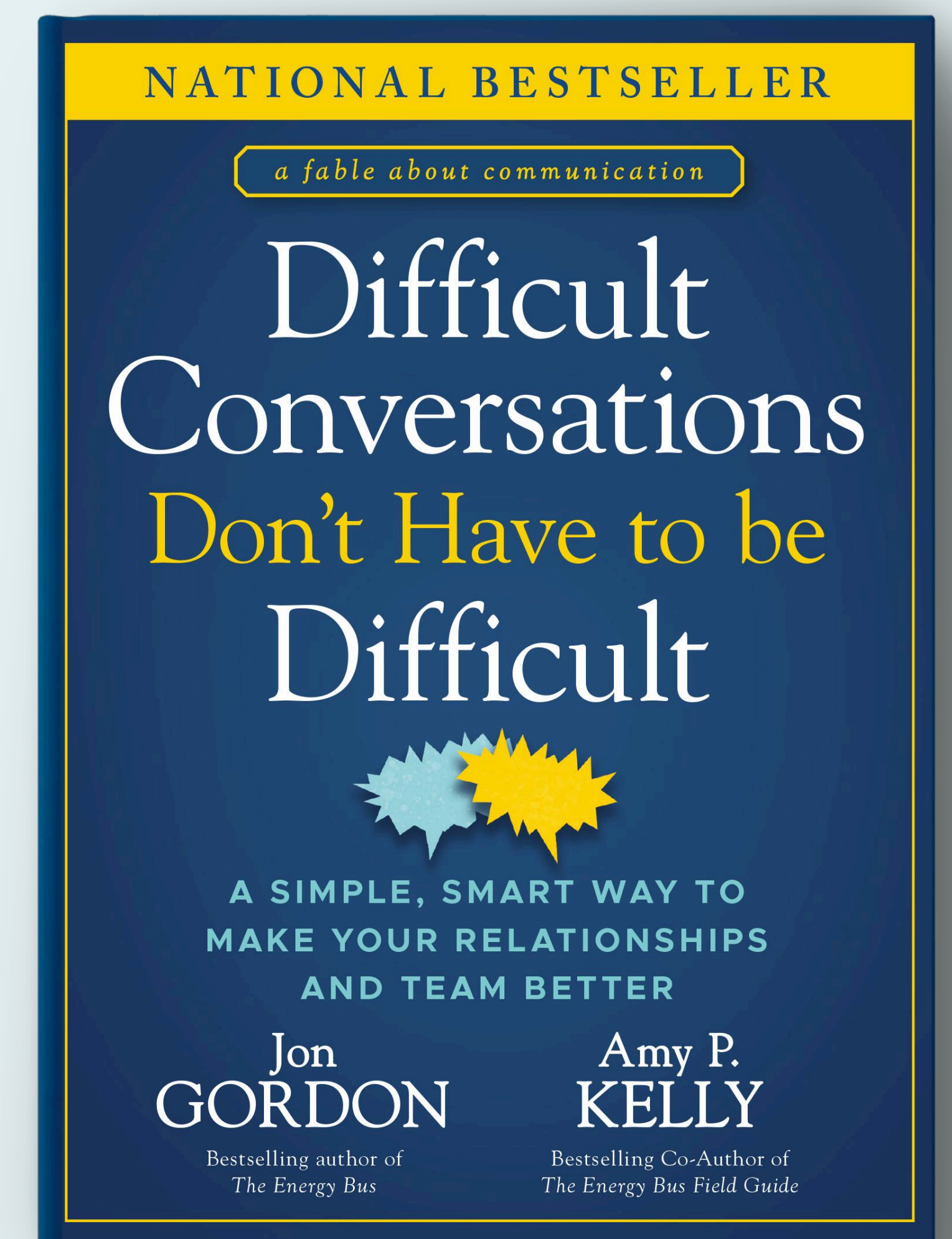


Give G.R.A.C.E. to Assume Positive Intent



- G** Give the benefit of the doubt.
- R** Reserve judgment.
- A** Actively seek to understand their perspective.
- C** Commit to active listening.
- E** Emphasize your desire to collaborate.



G Name 2 ways you will give the benefit of the doubt in your conversations.

R How will you shift from judgement to curiosity?

A What questions could you ask to get at the truth of the other person, not just your truth?

C What specific tactics will you use to listen more than you talk?

E Capture two powerful phrases you can keep coming back to that convey your desire to collaborate.

The Positive Intent Pause

Assuming Positive Intent Conversation Tips



PRACTICE THE POSITIVE INTENT PAUSE WHEN:

- You feel misunderstood, dismissed, or irritated.
- You’re about to jump to conclusions about someone’s motives.
- You’re preparing for (or recovering from) a tough interaction.

ASK YOURSELF:

- ? What else could be true here?
- ? What’s a generous interpretation of the behavior?
- ? Am I reacting to the intent or my interpretation?

SHIFT YOUR INTERNAL SCRIPT:

Instead of thinking...	Try thinking...
✗ “They don’t care.”	✓ “Maybe they’re overwhelmed or unaware.”
✗ “They’re being difficult.”	✓ “Maybe they’re trying to protect something important.”
✗ “They’re trying to win.”	✓ “Maybe they see something I don’t yet.”

TRY THESE PHRASES OR SIMILAR ONES:

- 💬 “I know that wasn’t your intent, but here’s how I experienced it...”
- 💬 “I trust you’re trying to help—can we talk through what’s not working?”
- 💬 “Help me understand where you’re coming from—I want to get this right.”
- 💬 “I don’t want to assume anything—can I ask you about that?”