The Supporter

The goal here is to fine tune how *you relate* to the Sculptor. They have the platform for the time being and you want to default into a supportive role in order to be of the best use possible to them. This means accepting that you have emotions, which will undermine your ability to be supportive. You have a perception, which is made up of thoughts and beliefs about your thoughts. Do not let your judgment of the other's performance get in your way and do not use any beliefs about the other's past behavior as an excuse to not provide the best support you can. Success as a Supporter is more about choosing to be helpful than about not having the ability to be helpful. To the degree that people fail or falter at being a useful Supporter it is because they are consciously or unconsciously abiding excuses, which they believe rationalize being a poor Supporter. i.e. Morgan was a jerk to me yesterday therefore I'm going to be critical and provide sub par support to his sculpting today.

- Recognize listening requires focus and effort. It is an activity.
- Recognize quality listening requires a willingness to be curious and non-judgmental. Deliberately develop your intention to provide quality understanding.
- The two most important aspects for providing understanding are curiosity and non-judgment.
- Do not defend yourself.
- Do not provide your subjective view or your belief of the facts to which the Sculptor refers.
- Avoid the objectivity trap, which is arguing about differences of subjective point of views.
- Accept that if we get microscopic enough into the details there will always be differences with perception and outlooks.
- Avoid being the fact police. Instead focus on the message the Sculptor wants you to hear.
- Completely abstain from inserting your point of view. Do not agree or disagree. When you do it is an indication you are listening with judgment. Your judgment is impeding your ability to provide understanding. Your lack of ability or willingness to be non-judgmental is limiting the Sculptors expression of the idea they want their team to focus on.
- Remember agreement and understanding are two different stances. Your role is to provide understanding and to eliminate agreement or disagreement as a frame for which you process your Sculptors message.
- Understanding is provided by asking questions and reflecting back to the Sculptor the gist of what you are hearing.
- Only ask questions you believe your Sculptor would like you to ask.
- Ask questions with the intention of understanding the Sculptor's experience.
- Do not insert your agenda via question asking. Maintaining an agenda of your own while your partner is in the Sculpting role is an indication of you being a poor teammate and Supporter of helping them clarify their message.

- Do not ask questions which are designed to solve or fix a perceived problem.
- Favor exploration over resolve.
- Your role is to help expand the dialogue, not shorten it by solving a problem.
- Recognize the problem or issue is not yours. Recognize you are not in service to solve their problem via this dialogue. You two have issues, which are yours (plural) to share and to address through a process and over the course of your life together.
- The process is the solution.
- Do not strive for an elimination of the issues.
- Recall that choosing someone is choosing a set of problems.
- When it is time to wrap up the Sculptor-Supporter dialogue recap back to your partner the synopsis of what you heard them address.