

The Six Core Competencies of the Three Interpersonal Skill Sets

Competency	<i>Needed for sensitivity, expressivity, and effectively managing conflict</i>	<i>Its part in sensitivity, expressivity and effectively managing conflict</i>	<i>Why it's important to manage this competency securely</i>	<i>What goes wrong when you don't manage the competency securely</i>	<i>How it feels when you don't manage the competency securely</i>	<i>Faceplants when you don't manage the competency securely</i>
Trusting What's Within	So you can access, accurately perceive (with realistic evaluation) and fully experience internal information. So you trust that what you are experiencing is real for you.	Trusting yourself (what's within) rather than the preset solutions of your attachment strategy allows you to be more sensitive and expressive to yourself, and effectively manage conflicts within yourself and with others.	You can live more in the moment with spontaneity balanced by your inner sense of what is right and wrong for you, instead of the rules of your attachment strategy.	When what you feel, think and how you act is based on your insecure attachment strategy, it is very difficult to learn from experience. It seems others are always the problem, and then you keep repeating insecure patterns.	Ungrounded, confused or too sure. Not certain who you really are, or what you really need, or what you really feel, or why you keep ending up in the same places.	Self-defeating thoughts and behaviors determined by not knowing who you really are and what you really need immediately and over the longer term. Not following the best course of action for you.
Realistically Evaluating Yourself and Others	So you can evaluate, realistically and objectively, both the internal and external cues that you perceive, instead of perceiving and evaluating cues based on your attachment strategy.	Realistically evaluating yourself and others allows you to experience what is objectively needed in the situation and sets the stage for responses that mirror your own and others' needs in the situation.	Secure relationships have a chance to begin when your perceptions and communications closely mirror your actual needs, the real needs of the situation, and the true needs of the people with whom you are involved.	If your perceptions, evaluations and communications do not mirror the objective reality, or what is needed to create the outcome you need (you evaluate based on your attachment strategy), you will keep thinking that you are seeing things correctly, acting correctly and communicating correctly, when, in fact, you aren't, and you'll end up faceplanting.	Being too harsh. Feeling unworthy, not good enough in some way, a failure, blue or depressed, resentments, a lack of joy in the face of actual successes. Or, being too positive or grandiose. Too often feeling rejection, disappointment, anger, resentment, or feeling let down, betrayed and ultimately abandoned.	Your inner critic and your fears too often run your life, creating distress and efforts to combat what feels like rejection or criticism of you or your efforts. Not trying due to fear of failure. Creating problems due to anxiety, consistent with the negative way you evaluate yourself, or due to ideas that are too grand.
Setting Realistic Boundaries	So you effectively set limits on your own and others' emotional, cognitive and behavioral responses.	Boundaries effectively managed allow first for emotional stability, then trust, to be developed, both internally and with others. Trust is essential both for sensitivity and for your expressiveness in managing relationships.	Boundaries effectively managed allow for thoughts emotions, perceptions and behaviors that do not overwhelm, either within yourself or from others, nor are too stilted, while allowing for vitality, creativity, and healthy spontaneity.	Boundaries not effectively managed allow for uncontrolled inner turmoil, behavioral impulsiveness and risky behaviors, or their opposite: being stifled, not willing to take risks even when it's appropriate. Also, the inability to set effective boundaries on others' behavior as it relates to you personally or in your work.	Being too engaged and responsive, or not engaged enough and unresponsive. Feeling resentful and helpless due to being overrun, or trying for too much control or power, feeling too grand.	Under-controlled boundaries create problems of too much internal and external vulnerability to emotions and behaviors. Over-controlled boundaries create problems of too little internal and external vulnerability to emotions and behaviors.

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Ask for What You Need, Live w/What You Get	So you can ask for what you need and don't get confused by what you merely want. You understand that compromise does not mean giving in, but facilitates creating and living with a solution that is best for all involved. So you can push for what you need or back off and still be OK with the outcomes of your and others' efforts.	'Asking' and 'Living with,' effectively managed allows you to assertively, not aggressively or too passively, discuss your own and others' wants or true needs, and sets the stage for being sensitive, responsive and effectively managing conflicts in your relationships.	Not 'Asking' reinforces insecure relationship patterns. Not 'living with' means your expectations are unrealistic, if you have absolutely done your best and you still can't achieve what you set out to achieve, or if you expected an outcome that was actually unrealistic in the first place.	If you don't ask for what you need, you have to live with what you get. If what you get doesn't (automatically) give you what you need, life and relationships are much more difficult. If you ask for what you want, and can't live with what you get, others will experience you as self-centered and difficult to be with.	Not 'Asking' creates feelings of resentment, feeling used, feeling unappreciated, or feeling rejected. Not 'living with' means not being able to let it go and relax or roll with life's disappointments, and creates frustration, resentment, or anger.	Not 'Asking' creates relationships where your needs are not met, where you bend yourself into a pretzel trying to get the other to read your mind and/or treat you in the way you want to be treated. Not 'Living with' means sticking with some wishes for too long, or being too hard on yourself and on others.
Managing Conflict Productively	So you can manage the conflicts that are inevitable in all relationships.	Conflicts well-managed increase trust; setting the stage for further sensitivity and expressiveness.	Unresolved conflict in a relationship builds walls that injure, and can eventually remove the trust in the relationship, finally destroying the positive feelings in the relationship.	Conflict begets conflict. Over time, more distance, manipulation, control, deceit, and power are needed in the effort to manage an increasing number of conflicts.	Emotional distance, depression, resentments, anger, distrust, and feeling trapped; a desire to get back at the other or hurt the other.	Unacknowledged or unresolved conflicts lead to lying to yourself and others, a pattern of deceptions, self-sabotage, drama that disrupts relationships or work processes, and serial procrastination.
Everyone is The Same, but Different	So you can trust, value and take comfort or pride in your personal uniqueness, while still trusting, valuing, taking comfort and pride in our common humanity and shared needs.	Recognizing everyone's sameness but difference allows you to recognize universal wants and needs, problems and dilemmas, and respond with empathy. This sets the stage for sensitivity, expressiveness and an ability to manage conflict.	If you believe that others are just the same as you, your expectations are unlikely to be met. If you believe others are truly different from you, you can too easily feel that others don't know as much, or feel as much, or hurt as deeply, as you do. This leads to being self-centered and emotional distancing of yourself from others, or worse.	Wanting people to treat you in ways they cannot or will not, to know things about your needs that they cannot know. Overvaluing others who are similar. Devaluing, a lack of empathy for, even a fear of, others who are different.	Feeling taken advantage of, or unloved, used, confused and angry when you expect that others should treat you some way because you would or wouldn't treat them 'that way.' Feeling isolation, frustration and anger, feeling embittered or filled with rage, when you believe that others are completely different and do not really have the same needs, feelings and pain that you have.	Unrealistic expectations and spoken or unspoken demands, create relationship and productivity problems. Acting in self-centered ways, as if there is only one way to do something, that just one belief is right, or that others and their ways are flawed, even beneath contempt.