THE F.L.I.P. MODEL FOR DIFFICULT CONVERSATIONS

Knowing how to handle conflict or difficult conversations can be just that—difficult!

Here's a simple conversation tool that can help you plan a dialogue to serve as a guide during such a discussion.

**Frame**
- Directly state the purpose of the conversation.
- Explain what needs to be discussed.
- Pause to hear the response from the other person.

**Listen**
- Focus on the other person.
- Suspend assumptions.
- Confirm what is heard.

**Interest**
- Ask questions to confirm what is heard.
- “Read” between the lines.
- Express curiosity about the other person’s point of view.

**Promote**
- State an observation of common ground you both share.
- Offer the assumptions on which his or her opinions and ideas are built.
- Provide observable data (facts, not opinion or anecdotes to support and illuminate line of reasoning).

Explore additional AMA resources around conflict available via scheduled online sessions for individuals, or organization-wide with content aligned to your business goals in a private setting.

**Workshops:**
- Conflict Management Workshop
- Responding to Conflict: Strategies for Improved Communication

**Webinars:**
- How Women Leaders Navigate Difficult Conversations
- Handling Difficult Conversations at Work