

## QUICK TIPS

### Centered

#### ANTI-OPPRESSION FRAMEWORK

##### ZONES

Comfort – Stretch – Panic

##### YES BREATH

Mindful, deep breathing

### Connected

##### EMPATHY

*You make sense to me*

##### IBI

~~Intention~~ – Behaviour – Impact

##### MIRRORING

Listen, reflect, be curious

##### FIRR

Fact, Impact, Request, Respect

### Communication

##### Avoid **CONCEALING**

Withhold – Withdraw – Project

##### Choose **REVEALING**

##### Avoid **NEGATIVE BONDING**

Bonding at the expense of another  
group or person

##### APPRECIATIVE INQUIRY

What you focus on grows