

## **Techniques to Support Effective Communication**

<b>Make Communication a Priority</b>	Choose a time for communicate without interruptions.
<b>Establish and Maintain Eye Contact</b>	A lack of eye contact has multiple meanings and is often easy to misinterpret.
<b>Ask Open-Ended Questions</b>	Open-ended questions help the listener understand the communicator’s thoughts and feelings.
<b>Use Reflective Listening</b>	A process of paraphrasing or restating what the person has said. It helps the speaker feel that they have been listened to and understood; as well as, increases their understanding of what has been said.
<b>Language Choices</b>	If you are trying to foster a sense of cooperation, use pronouns like “we” and “us” to refer to the group. To build a sense of being part of a team. Alternatively, to convey your own thoughts and feelings you can use pronouns like “I” and “me” to do that effectively.
<b>Feedback</b>	Is to convey your information in such a way that the other person can offer feedback. They should also be able to form direct questions if anything is left unclear.
<b>Tell the Other Person What You Need</b>	By asking for what you need and sharing your expectations, the other person doesn’t have to guess what they are.
<b>Honesty</b>	Effective communication is largely based on trust. If you trust the person you are communicating with then comprehensive information is easily provided between the two of you.
<b>Give Congruent Messages</b>	Ensure the message is consistent with expressed emotions.
<b>Share Power</b>	Mutual agreements will help everyone share power and get their needs met in the process.
<b>Keep Communication Channels Open and the Communication Process Flowing</b>	Allow for communication to be given and received in a fluid manner, this will help strengthen the relationship and accountability.
<b>Attempt to Resolve Conflict</b>	Troubleshoot to resolve problems and conflicts as they arise with the goal of conflict resolution.

Adapted from Principles and Techniques of Effective Communication from the University of Missouri from <https://counseling.missouri.edu/files/employee-assistance-program/Principles%20and%20Techniques%20of%20Effective%20Communication.doc>

Adapted from Improving Communication- Developing Effective Communication Skills at <http://www.skillsyouneed.com/ips/improving-communication.html#ixzz3yHygaPdY>

<p><b>Make Specific Resolutions to Disagreements</b></p>	<p>Establish a formal agreement not to repeat problematic behavior.</p>
<p><b>Emotional Awareness</b></p>	<p>Is essential for a clear transfer of information. You can easily recognize when your own emotions are causing issues with your communication.</p>
<p><b>Avoid Negative Energy</b></p>	<p>Negativity could adversely influence your communication.</p>
<p><b>Stress Management</b></p>	<p>Communication can be very stressful and problems arise when stress interferes with your ability to deliver your message. If you're overly stressed by a situation, step away and take that time to compose yourself. You will be able to approach the situation with a clearer head and communication will become infinitely easier.</p>

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