

'YOURSATIONS' ARE NOT CONVERSATIONS – THE NEED TO GET THE 'DANCE' BACK IN CONVERSATION

'Don't interrupt me while I am letting you hear what I'm saying'

Yep... we've all been on the receiving end of those people that love hearing the sound of their own voice more than yours. Or perhaps you can be honest enough with yourself to say that sometimes you might have moments of falling into this category as well (more than you choose to be honest about).

For many of us that take most of the airtime in a conversation, it is your turn to learn that these are known as 'Yoursations'. You could practically have them without the other person... you just can't see it. You're too busy having your point heard or telling your stories. You probably wonder why people don't listen to you too hey?!

Let's think about a conversation as a dance. When partners are in sync the dance looks like it is flowing and effortless. Both partners need to be working together for this harmony. There is certainly a leader, yet they do not dominate, they work together.

When we are being talked at, it can feel as if we are bombarded by the content, being talked at, perhaps feeling undervalued, disrespected and definitely unheard. There needs to be an even flow for a remarkable conversation to be had... otherwise it's a yoursation.

A conversation should feel like a dance – back and forth, back and forth.

So why do we become yoursationalists?

Social psychologist Gemma Cribb says the people who are most likely to be over-talkers are; those who are anxious and babble out of nerves, trying to please the person they are talking to; people with Asperger's-type disorders or narcissists, who think that what they have to say is very important and entertaining. Ouch!

The other reasons could be just a bad habit of cutting people off, unmanaged verbal diarrhoea or a lack of self awareness and unhelpful focus on self. Either way, it's not cool and it does not create trust. It may come across as I want to win or own this conversation and I have more important things to say than you.

One of the greatest gifts you can give someone is not your advice but your purity of attention.... Listen... really listen. The goal is to expand the conversation NOT narrow it. When we present only our ideas we are only considering 'our truth'. Yet this is not the 'real truth' as we have not allowed or considered the others' perspective, ideas or information. When we have both we make powerful decisions and build relationships of trust.

We want to learn to have conversations like a well crafted waltz.

So if you want to develop trust and respect with your colleagues, friends and family... Shut the h*el up! It will make a difference and you might even learn more. After all, all you have is your perspective and that's not the real truth... that's just your truth.



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Georgia Murch is an expert in teaching individuals how to have the tough conversations and organisations how to create feedback cultures. She has over 20 years experience with private and public industry and is well known for helping 'great places to work' become even better. Georgia puts passion on the podium. A remarkable communicator in her own right, she is an inspiring speaker.

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