

# SPECTRUM OF INTERVENTION OPTIONS

By Lou Chang

**Less  
attention  
to content**

**More  
attention  
to  
content**

	<b>Teflon mediator**</b>	<b>Recess</b>	<b>Sunshine the matter.</b>	<b>Process Controls</b>	<b>Distill to the positive. * *</b>	<b>Reality/Relevancy check</b>	<b>Use Imagery#</b>	<b>Rocking #</b>	<b>Weaving #</b>	<b>Mutualize</b>	<b>Summarize or reframe</b>	<b>Normalize the pain.</b>	<b>Acknowledge Legitimize Deal with or defer</b>	<b>Referral</b>
**Term from James Melamed, Mediator	Ignore the attacks, hooks & barb	Take a break	Identify the conduct, tactic or behavior.	Ground rules Agenda	Imagine that you made them pay, got your revenge, made him suffer, what have you achieved that advances your interests? How are you helped by that?	How is this taking you to where you want to go? How is what you're doing getting what you need/want?	Lots of times, we carry bags of wounds on our backs. It weights us down, wears us out. Its not a fun way to live.	Pair a supportive or empathetic statement with a confronting statement.	Weave an emotional statement or need with a rational idea or with what the person believes should be done.	It wouldn't surprise me if both of you felt some anger, frustration, worry.	Let me make sure I understand what you are saying. Reframe without the negative barbs.	I see. This is very upsetting to you. Puts you in a very difficult position. This happens frequently. Others have been in similar painful situations and have found solutions. We can solve it .... options....	Recognize the statement or concern Acknowledge that it is important to the speaker Ask group if it wants to deal with the matter right then or defer it for a later point in the agenda or another day If defer, commit to return to it at appropriate time	Enlist help from someone else with different appropriate training and skills who may be able to help.
# Concept from Susan Lehrke, Psychologist			Explain how the behavior is affecting the process Ask the group for help or suggestions	Time rules Schedule Time limits Common goals Refocus Redirect		You'll have to let everything go when you die; why don't you just do it now and be free of it? Confront and soothe in alternate interventions. I suppose somehow the debts piled up fast. I think there are things we can do to make it possible to clear some of those debts.		Life would be so much easier if... but will the court consider...?						