

Strengths-based strategy (Practitioner)	Invitation for person seeking support (young person)	Question prompts
<p>Invitation to notice what's happening now.</p>	<p>The young person has a moment to step back & notice/observe their own "brain-space".</p>	<p><i>"What are you feeling right now?"</i></p> <p><i>"What could help you feel safe/calm right now?"</i></p> <p><i>"On a scale of 1 to 10..."</i></p>
<p>Reflecting back to check assumptions; affirming & recognizing strengths.</p>	<p>The young person gets the opportunity to hear their own thoughts back, and correct things.</p>	<p><i>"I heard you say _____. Is that right?"</i></p> <p><i>"That is a tough situation. What part do you feel you have under control?"</i></p> <p><i>"I see you've thought about this. How do you think it will play out?"</i></p>
<p>Getting curious & digging deeper to get more context and perspective from the young person.</p>	<p>The young person gets the opportunity to distinguish facts from assumptions, and reframe the issue.</p> <p>Also, maybe practice "Polarity Management" to reframe a problem to fix to a situation to manage (see backside).</p>	<p><i>"Can you tell me about a time when this wasn't the case?"</i></p> <p><i>"What is something you'd like me to know about _____?"</i></p> <p><i>"Can these two things be true the same time?"</i></p> <p><i>"How do you know what you know about _____?"</i></p>
<p>Promoting creativity & initial brainstorming.</p>	<p>The young person shifts from crisis-mode to solution-mode.</p> <p>An opportunity to generate a list of options, potential outcomes, and/or support systems.</p>	<p><i>"Who would be upset to find out that you're in this situation?"</i></p> <p><i>"List out ALL of the possible options or outcomes you can influence."</i></p> <p><i>"What is your best result/most ideal outcome?"</i></p>
<p>Shifting from thought-partner to coach.</p>	<p>The young person is coached and enabled to come up with next steps within their control, regardless "realistic-ness" or "attainability".</p> <p>They are affirmed that they can count on you to support them, be a neutral accountability-buddy, celebrate wins, and/or bounce-back from attempts.</p>	<p><i>"What can you do to feel better when you're overwhelmed?"</i></p> <p><i>"Who can you count on to keep you motivated?"</i></p> <p><i>"What do you think is my role, your role, and why?"</i></p> <p><i>"What's the last step? What's the first step to get there?"</i></p>

Polarity Management¹

A concept developed by Barry Johnson, PhD intended to help break-down a dilemma or unresolvable conflict that appears to have two opposing sides (or poles). The idea is to **reframe “a problem that needs to be solved” to a condition that can be managed.**

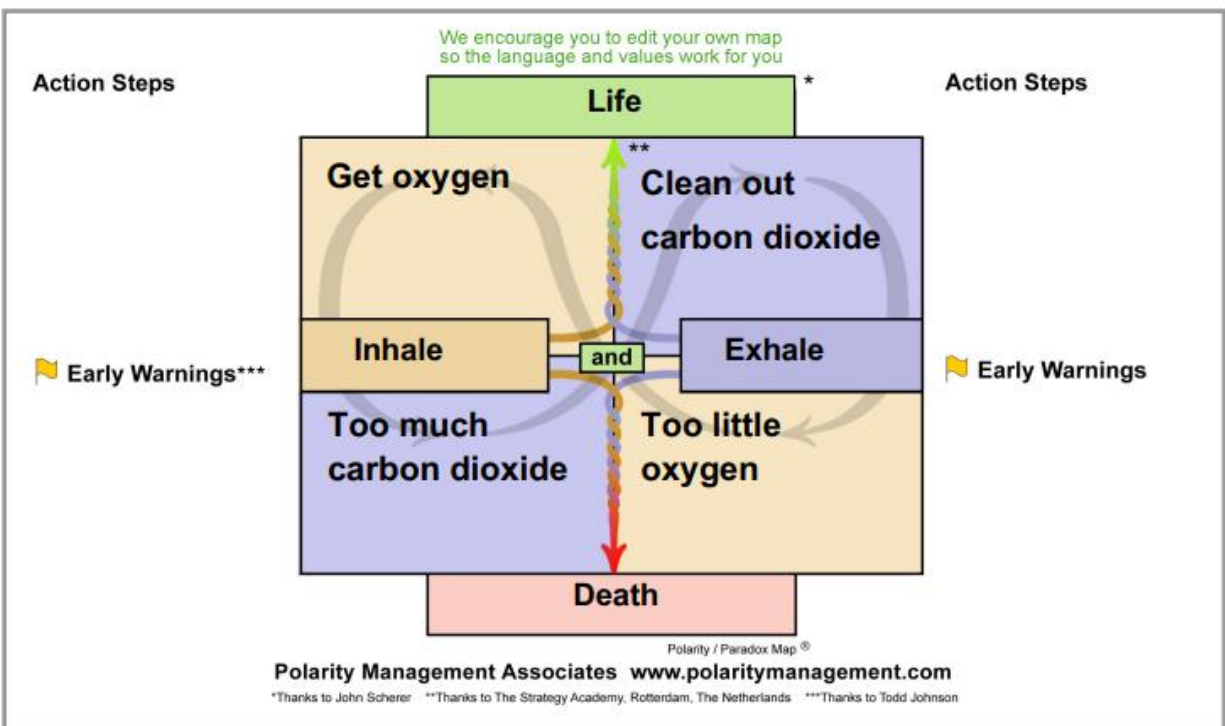
Polarity Management was developed as a way to reframe our tendency to view a problem having one right answer (Either/Or Thinking) by breaking things down to find a balance or middle ground that is manageable and everyone can live with (Both/And Thinking).

This can be applied to individual challenges like working through how to budget for needs and wants, or interpersonal relationships like setting boundaries with loved ones.

Applying a Polarity Management lens requires identifying two opposite poles (actions, decisions, choices) that you can outline the pros-cons of over- or under-focusing on either pole (by quadrant).

These quadrants are contained within the ultimate positive or negative outcome.

Take breathing as an example:



Breathing is a natural process of taking air into our lungs so that we can live! Our lungs process the oxygen in the air upon inhalation, and exhale the carbon dioxide that in the air that cannot be processed as waste. Our lungs find an equilibrium in this process from inhale to exhale!

¹ Johnson, Barry Ph.D. “A Summary Introduction”. May 2005: <https://rise-leaders.com/wp-content/uploads/2019/07/Polarity-Management-Summary-Introduction.pdf>