



ENCOURAGE EXERCISE #6

Asking Others to Change DESC Technique

Directions:

Effective communications can concretely and behaviorally describe behavior in a manner that enhances self-esteem and reduces the potential for defensive reactions. The DESC (describe, express, specify and consequences) technique behavior can be used in a variety of situations. Write a brief sentence for each of the steps in the “DESC” technique and practice with another individual to increase your ability to influence change in others in a manner that minimizes defensiveness and helps build motivation to change in a supportive manner.

Describe the behavior, not the personality or attitudinal characteristics of interest.

- Be concrete, specific, and non-evaluative in your description of their behavior
- Focus on as recent of behavior as possible
- Model appropriate behaviors of interest to further clarify and reinforce

Express your own feelings about the behaviors.

- Use "I" statements to convey these feelings
- Use congruent non-verbal behavior

Specify the changes in behavior that you want in a precise and concrete manner.

Consequences of the desired behavior changes should be shared.

- Specify the consequences of changing in the desired direction first
- Specify the consequences of not changing in the desired direction