

HEALTHY CONFRONTATION

Speaking truth while preserving dignity, relationship, and mutual respect

Healthy Confrontation	What It Sounds Like	What It Avoids
1. Regulate before responding	"I want to talk about this when we can both hear each other."	Reacting while angry, yelling, impulsive words
2. Address the issue, not the person	"What happened hurt me."	"You always..." / "That's just who you are."
3. Speak from your experience	"I felt dismissed when that happened."	Telling someone what their motives were
4. Be specific	"When you said ____ yesterday..."	Bringing up every past offense
5. Listen without preparing a defense	"Help me understand what you experienced."	Interrupting, correcting every detail
6. Allow disagreement	"We may see this differently."	Requiring agreement to prove love or loyalty
7. Keep dignity intact	"I disagree with you, but I respect you."	Mocking, shaming, belittling, sarcasm
8. Set boundaries when necessary	"I'm willing to continue, but not while we're yelling."	Threats, punishment, retaliation
9. Own your part	"I can see where my response contributed to this."	Blame-shifting or refusing responsibility
10. Seek repair, not victory	"What would help us move forward?"	Needing to win, dominate, or get the last word

A Simple Pattern to Remember

PAUSE → SPEAK → LISTEN → UNDERSTAND → REPAIR

Healthy confrontation does not mean avoiding hard truth. It means telling the truth without attacking the dignity of the person receiving it.