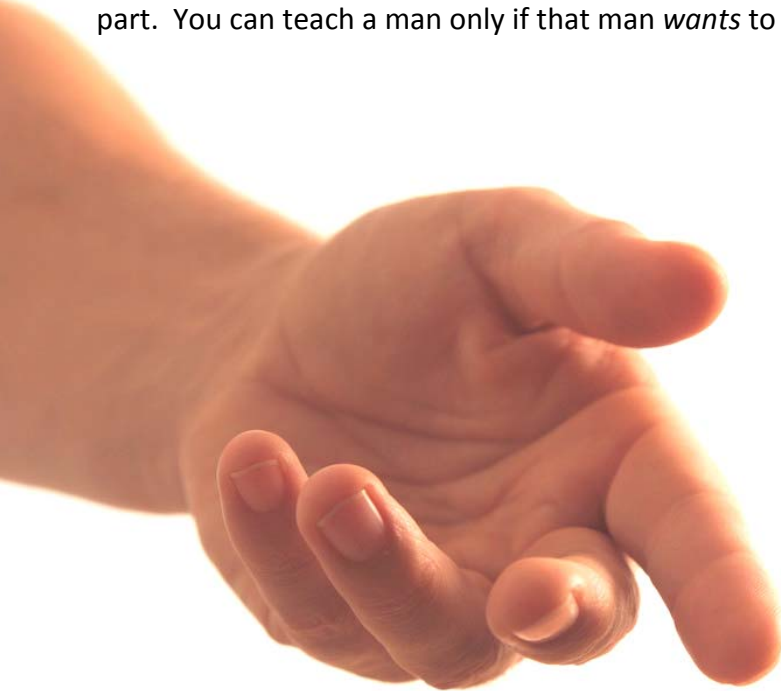


How Does One Offer a Helping HAND?

The more important question is – does this person *want* a helping hand? If so, you may be able to help them. If not, *there is nothing you can do to change that person*. This is the most important premise in healthy support. If I am trying to change you against your will I am contributing to my own frustration. If a person asks for help, it shifts everything.

The adage: *Give a man food and you feed him, teach a man to fish and he feeds himself* – is missing the third part. You can teach a man only if that man *wants* to be taught!



There are four steps to understanding how to best assist a person *if* they are open to a helping HAND. These four steps are based on a healthy system of support that won't drain the person offering the help! There is nothing more draining than trying to help (fix) a person that does not want help. The word HAND is an acronym whereby each letter represents a step in helping another person.

It is important to note that these steps are as much about helping someone as they are about determining if that person *wants* to be helped.

H – Happy. On a scale of 1 – 10, how happy are you with your (job, sales, success, etc.). If they answer with a 10 there is nothing you can do to help them as they are completely satisfied. If they don't see a need to change you can either accept them as they are or let them go. Trying to fix what does not want to be fixed will drain your energy and build their resentment towards you. If they answer with anything other than a 10, such as an 8 ask them, "What would you like to see different that would take that 8 to a 10 for you?"

A – Answers. List the answers they choose as the things they would like to see change for them to be happier. List everything they say even if you may not agree. This is about empowering an individual with choices even though they may not choose all of the choices they have listed.

N – Number. N represents the *number* of action steps they could take to achieve their desired changes. Ask them, "What activities do you feel would most help you to bring about the changes you just mentioned?" or "What action steps would you list that could help you have these things actually happen for you?"

D – Date. Now ask them, "If you were to pick a date on the calendar when this would happen by what date would you most like to see your happiness go from an 8 to a 10?" Or, "If you could pick a date by which these steps would be completed, when would you most like to see this occur?"