

A Guide to Restorative Confrontation

Taken from "Keep Your Love On" and "Unpunishable" by Danny Silk

Goal: To show someone, face to face, what they might not see or know about what they are doing or how they are affecting the world through:

- Introducing consequences into a situation in order to teach and strengthen.
- Bringing to the surface the good things people have forgotten about themselves after they have failed.
- Sending an invitation to strengthen a relational bond with someone.
- Applying pressure strategically in order to expose areas needing strength and grace.

Process (The Five E's):

- 1. Empathy:**
 - a. **PURPOSE:** Lay the foundation for trust (rapport, vulnerability, responsibility).
 - b. **QUESTION:** What happened?
- 2. Empower:**
 - a. **PURPOSE:** Introduce powerful questions to help the person take ownership for the mess and start searching for its root cause.
 - b. **QUESTION:** What is the problem and what are you going to do about it?
- 3. Explore:**
 - a. **PURPOSE:** Discover the root problem that led to the mess and who has been affected by it.
 - b. **QUESTION:** Who is affected by this problem?
- 4. Educate**
 - a. **PURPOSE:** Help the person build a plan for cleaning up their mess.
 - b. **QUESTION:** What are you willing to do to clean up this mess?
- 5. Expect**
 - a. **PURPOSE:** Create a target with goals and dates for when the mess will be cleaned up
 - b. **QUESTION:** Who will be helping you through this process and when will I be convinced that this mess is cleaned up?



"The Mess"