



The Sexual Intersection:
Creating Healthy Relationships at Home and In the Office

Do you want to look forward to going to work and going home? Have you ever struggled with how to deal with awkward or uncomfortable situations/conversations in either environment? Then this is for you. You will learn:

- 1) The number one tool to ask for what you want and receive it.
- 2) Steps to advocate for your needs, wants, and desires and respect others.
- 3) Discover the 4 ways to balance great relationships in the office and at home.

1) The L.I.T.A Technique

L = *Share what you Like or Love about the person and/or the relationship.*

I = *Share what is Important to you about the person and/or the relationship. Said another way, share what are you committed to for the future.*

T = *Share the Topic you want to bring up.*

A² = *Ask if it works for them to have the conversation now. Ask them for their input.*

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2) Advocate for Yourself!

At most organizations there are a wealth of people to learn from and connections to share. Talk to them. Get them on their radar. Take time to organize your thought and articulate your point! Send an email. Talk to a respected colleague or mentor. Arrange a meeting with your supervisor!

Establishing boundaries at work and with fellow colleagues is also an important way to advocate for yourself.

Bring Up Boundaries and Violations of Boundaries Right Away!

- Identify Where Your Boundaries Are Low

- Inform the Party:

- Request a Change State:

- Follow-Up Discuss:

3) Balancing Great Relationships at Work and at Home

How do people manage to create successful, long-term relationships while building a successful career? By finding a balance! Here are some tips on how:

- a) **Vent:** venting is an important strategy that can help alleviate stress and tension! Finding a healthy way to vent can even help to relieve anxiety—keeping stuff bottled up never makes things better and can lead to bigger problems. Venting doesn't always have to be to another person. It can easily be written down on paper or said out loud when nobody is around. If you are planning on venting to another person let them know you are going to vent.

- b) **Recreate:** You may have heard the saying “seek first to understand, then to be understood”. The act of recreating someone is capturing what they said and the emotion behind it and saying it back to them. Most of the time, people don't realize they are not coming across the way they think they are. One person may think, for example, that by offering to help a colleague, they are coming across as generous; however, the colleague may interpret this offer as a questioning of their abilities. These kinds of misunderstandings lead to conflict not just at work, but at home too. How many fights with your partners have started with one person misinterpreting what another says? Recreating someone is way to circumvent these misunderstandings through communication.

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- c) **Establish Rules of Engagement:** Fighting fair is about respecting your opponent (whether it be a co-worker or your partner) even in moments of disagreement. Arguments are not justifications to mean and say whatever you want! Don't punch below the belt! Don't bring up things that will be intentionally hurtful! During disagreements, keep the conversation focused on the issue at hand. Keeping on point create enhanced communication and understanding of the issues. Finally, once the fight is over, it's over! Remember: this is a person you care about and respect. Let things go once the argument is over!
- d) **Take a Break:** When things escalate, retreat to a corner. During a heated discussion or when you feel pushed to your limits, sometimes the best thing to do is to take a break and cool off. Rather than compound the issue with hurtful words, take a breather!

Notes:

We hope you enjoyed yourself today. If you have any further questions we invite you to see Stephen after this presentation where he will be signing his book.

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