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.

D - escribe 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

E - xpress 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