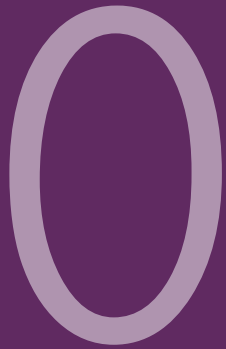


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the art of **CALLING OUT**





the concept

In its highest form, *calling someone out* is an act of support—we extend the invitation for another person to look at something another way, better understand the consequences of their actions, take more into account, or step into a larger version of themselves.

In its lowest form, *calling someone out* is about the ego needs of the caller—the need to punish, lash out, or tear down. An act of aggression.

Good call-outs have a high probability of making the situation better. Bad call-outs have a high probability of making the situation worse.

Good call-outs are often uncomfortable in the moment we make them, but eventually leave us feeling like we did the right thing. Bad call-outs often feel good in the moment we make them, but eventually leave us feeling awkward and unsettled.

Good call-outs are well timed and give the other person a chance to shift at a moment when there is maximum upside. Bad call-outs are poorly timed and made when the person being called out is least able to listen, or when the negative consequences of their behavior have accrued over time.



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1



Are you more likely to call out strangers, or the people closest to you?

Calling out strangers has a different upside and downside than calling out loved ones. Calling out a stranger has a *cloak of anonymity* and is usually free of entanglements over time—we do it, and move on. But we may not feel implicit permission to call a stranger out—and the stranger may not feel like they have offered it. Calling out loved ones creates a moment there may be no turning back from—an irreversible shift. But we do it because of how much we care. And permission is assumed because of depth-of-relationship over time.

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2



Are you more likely to call out somebody about a problem, or a possibility?

Sometimes we call people out about something that's not going well—like a glitch. Other times we call people out about something that's possible—like a gift. But some of the best call-outs are a blend of both—the recognition of possibility in the cloak of a problem.

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3



Are you more likely to call people out too often, or not often enough?



If you have a strong tendency to call people out *too often*, you can balance it by slowing down when you feel the urge and contemplating whether it's likely to create a good outcome. If you have a strong tendency to not call people out *often enough*, you can balance it by taking a small leap any time you are on the fence about whether it's the right thing to do.

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4



Do you think people generally feel more enabled—or disabled—when you call them out?



The best call-outs for both glitches and gifts are enabling for the other person—not disabling. One sign of an artful call-out is the expression of appreciation by the other person at some point down the road—regardless of how well received it was in the moment of giving it.

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5



How does your sense of relative power affect your ability to call someone out?

Being overly sensitive to relative power or status can inhibit the best call-outs. We may be afraid to call out the person we work for, a parent, somebody famous—or even a wise elder in the community.

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6



*Think of a time when calling
someone out went especially well.
What went right?*

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7



*Think of a time when calling
someone out went especially poorly.
What went wrong?*

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8



How can calling someone out make you less—not more—enmeshed with them?

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9



What's the best way to start the conversation when calling someone out? What's the worst way?

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10



*Whom do you care enough for to
take a leap and make a courageous
call-out about a glitch?*

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11



*Whom do you care enough for to
take a leap and make a courageous
call-out about a gift?*