



CERTIFIED FACILITATOR

OXYGEN Program Training Guide

STRONGER FAMILIES
Oxygen for Your Relationships

OXYGEN Seminar

SESSIONS:

1 Understanding and Building on our DIFFERENCES	8
2 Check Your Pulse: Reviewing and Couple Checkup	16
3 Understanding and Applying the OXYGEN Profile Assessment	21
4 Great COMMUNICATION : Love, Respect, Empathy	30
5 Putting Out Fire: Communicating Through Conflict	44
6 Seven Keys to Incredible Sex (LOVE STYLES)	52
7 Forgiveness Matters	58
8 Creating Your Relationship Game Plan	63

GETTING STARTED

Understanding Your Guide



Instruction

This is your guide icon for the next step



Facilitator Script

This is language that the Facilitator may consider using to help make sure and cover the essential elements of the curriculum



Audience Engagement

This is language that the Facilitator may consider using to help make sure and cover the essential elements of the curriculum

Facilitation Insight:

EXAMPLE: After doing this exercise, many couples will need a break from the tension. Sharing a humorous story or a time that you attempted this activity and it didn't go as planned can be a big tension relief!

OXYGEN Seminar Title Slide

5-15
MINUTES

Display as participants arrive and during the Welcome and Seminar Set-up



Put up the OXYGEN Seminar title slide as the attendees are arriving.

Make sure and greet them, introduce yourself, ask about their family, the ride over, anything that will begin to form a connection.

Once it is time to begin use the following script as a reference:



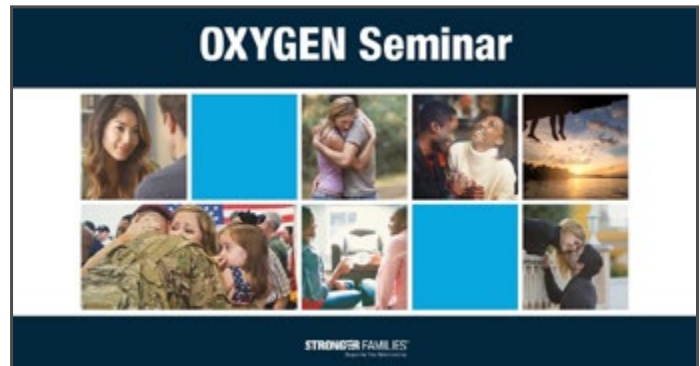
Script:

Welcome! My name is _____ and I'm so glad that you are here with us for this important event. We are anticipating a lot of fun during our time here. There are a few housekeeping issues that I want to mention to keep everyone on the same page...



Insert Your Event Details

Schedule, meals, hotel info, expectations, childcare, restrooms, group activities, etc. Once finished, ask if there are any questions about what was just covered



Script:

During our training sessions, we will be going through the OXYGEN Seminar curriculum from Stronger Families, an organization from Kirkland, WA near Seattle. They have a heart and a passion to support military families in developing skills and utilizing the relational tools found in their curriculum. They want to see families like yours supported with resources that build up their relationships and stay strong through all that military life can bring.

Script: [cont]

Here's how the curriculum works. There are 8 sessions covering the most important relational issues. Each session has 3 essential components: A main session tool, a BREAKOUT, and an ACTION PLAN. We will explore the main session tool together as a group using some story examples, illustrative videos, and group activities. Next, as

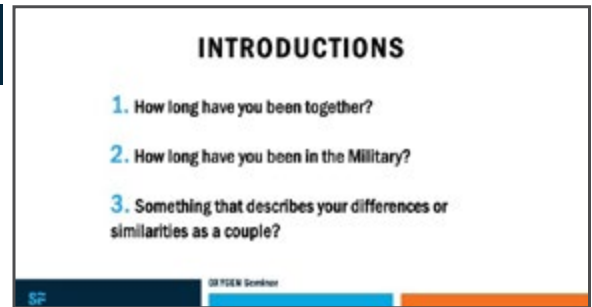
a couple, you will be able to explore the main session tool in the context of your relationship through the BREAKOUT. And finally, you will have the opportunity to create an ACTION PLAN defining how you will utilize this tool after this event.

For some, knowing what to expect will put their mind at ease and allow them to engage with less anxiety. This is an important part of the process, don't skip it!

Facilitator Notes:

Introductions

5 MINUTES Transition, prepares the audience for what's next



 **Put up the Introduction Questions slide.**

 **Script:**

Before we jump into session 1, let's take a minute to find out who is in the room. I promise, this will be the last time that you are required to say anything in front of the whole group. Take a few minutes and talk about the answers to these questions with your partner and be prepared to share them with the group when we come back together.

 **Audience Engagement**

Allow couples to come up with answers and start on one side of the room and work your way to the other, giving everyone a chance to introduction themselves and their partner.

 **Script:**

Thank you all for sharing. As you can tell, we have a lot of differences represented in the room and I am no different.

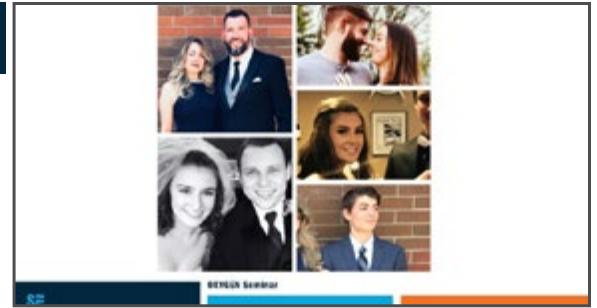
Not everyone feels comfortable speaking in front of groups of people. It's ok if one partner introduces both people. The main goal is to reveal how different each relationship is... differences aren't wrong, just different! You will be able to add to the differences of the group by introducing your family next.

Facilitator Notes:

Family Slide

5-10
MINUTES

Gives a face to the name, creates vulnerability and authenticity

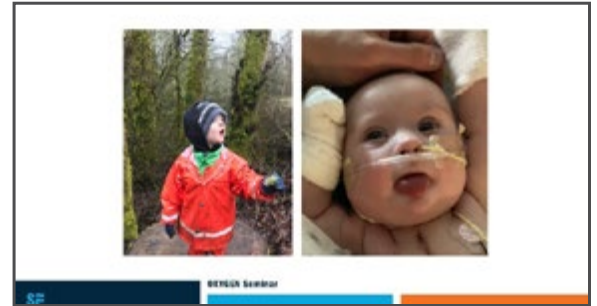


i Put up the slide with your family picture.

Allow a few seconds for them to view the image before continuing.

Be sure and introduce each member by name. This allows the audience to relate by bringing them into the inner circle. If you continually refer to family members as “my wife” or “my son” you run the risk of keeping the audience on the outside which can result in a lack of connection.

Finish by highlighting something that describes the differences or similarities between you and your significant other just as you instructed your audience to do.



Facilitator Notes:

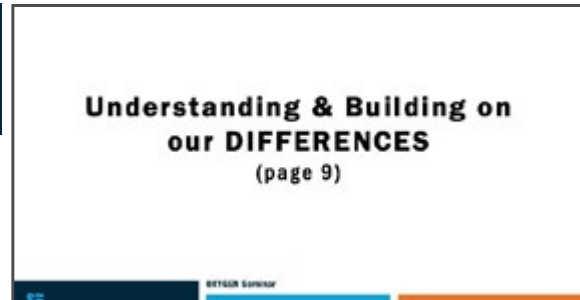
SESSION 1

Differences can be both a powerful attraction and a disruptive point of tension in most relationships. Helping couples discover that their partner isn't wrong, just different, can bring a beautiful resolve.



Understanding & Building on our DIFFERENCES

5 MINUTES Transition, prepares the audience for what's next



Script:

Turn in your Participant Guides to page 9, Understanding and Building on our Differences. As we work our way through the Participant Guide, we may skip over some of the content provided in here. This is not because it isn't important! We simply do not have time to cover everything in the book during the presentation but want to make sure you have access to it as a resource for you going forward.

Advance the slide to Differences...



Differences

5 MINUTES Funny, relatable, breaks the ice
Can be a launching point to expose how common it is for opposites to attract.

Script:

As you each introduced your partner and highlighted the differences or similarities in your relationship it became clear, each relationship in this room has a unique dynamic to it. Whether our differences are pronounced or subtle, they play apart in how we live our day to day lives together as a couple. Let's see where you and your partner land when it comes to these day-to-day scenarios.



i Put up the Image with the Toilet Paper Protocol

Give them a few seconds to read it. You will discover that without prompting they will begin to express their preference. Wait until the laughter dies down before engaging.

o Audience Engagement

How many of you resonate with the top example of how to load a roll of toilet paper? How many prefer the middle example? And how many of you don't really give it much thought... as long as you can reach it you are good!?



i Display the Dishwasher Images

o Script:

Again, let the audience begin to choose sides... it's amazing how strongly some feel.

o Audience Engagement

How many of you prefer to pack all the dishes you can into every load regardless of spacing... the goal is getting the maximum amount in? And how many of you are very neat and orderly about loading the dishwasher?



i Advance the slide to the Speed Limit

o Script:

There are many other scenarios where our differences can show up in our relationship. Some differences are anchored in our family or origin, some are a matter of preference, some are hardwired into the way we think and engage the world. Others show up along the lines of gender. There are distinct differences between men and women and the way

they tend to think about relationships. Mark Gungor does a great job of exploring differences from that angle.

o Audience Engagement

How many of you consider the speed limit a mere suggestion rather than a rule?

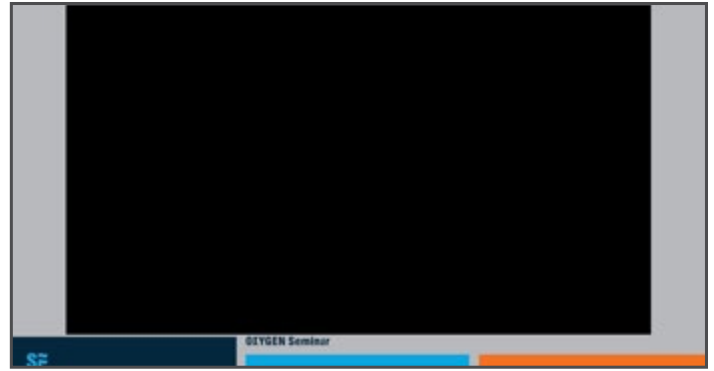
i Prepare to transition into the Mark Gungor video – “The Nothing Box”

NOTE: As you observe the audience you may discover that some couples are in agreement, however many will line up as opposites... this is a great time to add validity to the saying “Opposites Attract!”

Facilitator Notes:

The Nothing Box – Video

7 MINUTES Humorous, if people are laughing, they're learning!



Advance to “The Nothing Box” video slide

Observe the audience as the video plays. Take note of the couples that really resonate with the ideas expressed and which couples may struggle to identify with it. As the video concludes address the audience based on your observations.

NOTE: If it seemed as though everyone really clicked with Mark's take continue through the script and ignore the *. If there were those who were having a hard time relating, you may want to take a few minutes to contextualize how gender norms fit into the larger discussion.

*It is okay if the dynamic in your relationship is different

Audience Engagement

How many of you can relate to the Nothing Box, either as a spouse who has to put up with it, or as the partner who spends a lot of time there?

Script:

from what was shown up here on the screen. Many couples are reversed in their relationship or they both either have or do not have a Nothing Box... that is okay!

No matter how this shows up in your relationship, what is true across the board is that our differences are often rooted in the needs we have relationally. We refer to these needs as Emotional Needs.

Facilitator Notes:

Emotional Needs

10 MINUTES Allows couple to cast a vote anonymously, low risk.

Men	Women	
<input type="checkbox"/>	<input type="checkbox"/>	Affection
<input type="checkbox"/>	<input type="checkbox"/>	Sexual Fulfillment
<input type="checkbox"/>	<input type="checkbox"/>	Conversation
<input type="checkbox"/>	<input type="checkbox"/>	Recreational Companionship
<input type="checkbox"/>	<input type="checkbox"/>	Honesty & Openness
<input type="checkbox"/>	<input type="checkbox"/>	Attractiveness of Spouse
<input type="checkbox"/>	<input type="checkbox"/>	Financial Support
<input type="checkbox"/>	<input type="checkbox"/>	Domestic Support
<input type="checkbox"/>	<input type="checkbox"/>	Family Commitment
<input type="checkbox"/>	<input type="checkbox"/>	Admiration/Respect

Source: Willard Harley

Advance to Emotional Needs List

Script:

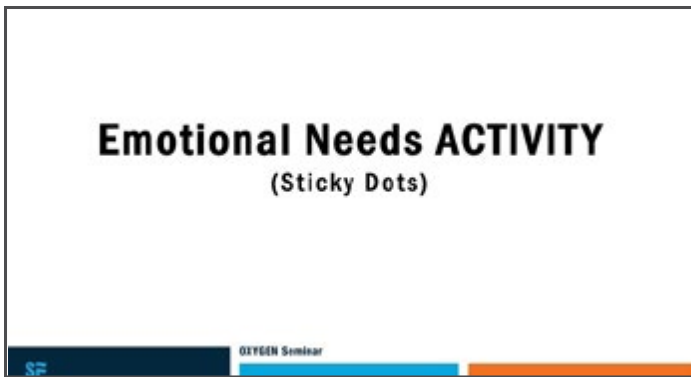
Willard Harley conducted a poll of 1000 couples to identify the top emotional or felt needs within a typical relationship. The list on the screen resulted from the poll. As you read through this list, are there any of the terms that need clarification?

An Emotional Need is like fuel for your relationship. When your top Emotional Needs are fulfilled it's like your fuel

tank is full making it more likely that you will engage the relationship in a healthy way.

Willard Harley was able to discover the top Emotional Needs for the men and women in the group he surveyed, and we are going to see if we can determine the top Emotional Needs for our group right now!

Facilitator Notes:



i Move to the Emotional Needs Activity (Sticky Dots) slide

Make sure that the Emotional Needs Charts are hung and accessible and are facing away from the audience so that you can reveal the answers after asking each group to guess the top 3 Needs of the other.

Make sure you have attached a stack of Sticky Dots to each chart OR the Sticky dots were distributed ahead of time to each table.

Men	Women	
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Affection
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Sexual Fulfillment
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Conversation
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Recreational Companionship
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Honesty & Openness
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Attractiveness of Spouse
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Financial Support
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Domestic Support
<input type="checkbox"/>	<input checked="" type="checkbox"/>	Family Commitment
<input checked="" type="checkbox"/>	<input type="checkbox"/>	Admiration/Respect

Source: Nikal Marley

Script:

In front of the room there are two emotional needs charts, one for the men and one for the women. Everyone will be able to cast their vote for their top 3 emotional needs using colored sticky dots... blue for the men, red for the women. You only get 3 votes! Your dot can only be applied to one Emotional Need, however, if one Emotional Need stands out to you as extremely important there is no rule against using more than one dot on a single Emotional Need.

Everything on the list can add value to the relationship so it may be difficult to narrow it down. It may help to ask yourself this question: If all of these Emotional Needs were missing, which 3 would I miss the most? Remember you are trying to identify what fills you up, regardless of whether or not it is currently being provided.

Are we ready? Come forward and place your dots and return to your seats when finished. Let's begin...

Playing background music during the activities creates a nice atmosphere and promotes an engaging environment. It can also be useful to keep track of time. Allowing 2 songs to play will be roughly 7-9 minutes... the audience will get use to the idea that when the music stops, it's time to regroup.

Facilitator Notes:

SortTop 3 Sticky Dots

When everyone has placed their Sticky Dots, go to each chart and determine the top 3 for each group. Starting with the women's chart, ask the men in the room to guess the top 3 for the women. Then do the same thing with the women for the men's top 3.

Note their guesses often will reflect their own needs... this is important!

Script:

You've seen the results of our group. Let's look at the results of the national survey done by Willard Harley of 1000 couples and see how we compare.

Results Review

Put up the Emotional Needs List with marked boxes (x). Notice similarities between your group and the survey and don't shy away from big differences either... ask the audience what they notice. Allow time for them to share before moving on. Use this to emphasize the way that differences show up in our relationships.

Script:

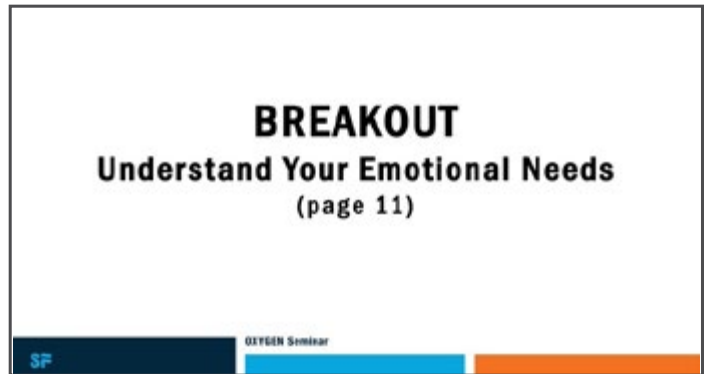
We've seen the national survey, we've explored the results of our room survey, and while these provide us with some insight regarding tendencies, what is most important is the unique dynamic within your relationship. You don't have to fit the national results or even our room results... your relationship is unique!

Facilitator Notes:

BREAKOUT Exploring Your Emotional Needs

5-10
MINUTES

Transition to the BREAKOUT for
Couples



i Advance to the **BREAKOUT Exploring Your Emotional Needs (page 10 of Participation Guide)**

Script:

On page 10 of your Participant Guide you will be able to Identify your top 5 Emotional Needs in order of importance... rank them 1-5. Then take a guess at your partner's top 5 and see if you can put them in the right order of importance.

Once you've finished, take a few minutes to discuss your results with your partner. Be sure to share how these Emotional Needs play out in day-to-day life. This will eliminate any potential misses due to assumptions.

i Release the audience to complete the **BREAKOUT and play background music**

When the BREAKOUT is completed, turn off music and advance the slide to the negative Emotional Reaction image. Ask them if there were any ah-ha moments or if anyone discovered something they would like to share with the group.

Script:

Remember these needs are like the fuel each of you run on to engage the relationship in a healthy way. If your tank is empty, it will often end up creating a negative Emotional Reaction cycle where one partners lack of emotional fulfillment will contribute to the other partners lack of fulfillment creating a perpetual cycle of disengagement. Couples in this version of the cycle will often think, I'm not going to meet my partners need, because my partner never meets my needs!

Another way to get into a negative Emotional Reaction Cycle is by filling our partners tank with the wrong fuel! We

have a tendency to operate according to the Golden Rule, right? Do unto others as you would have them do unto you. We teach our children this idea, but when it comes to Emotional Needs, I would like you to consider operating according to the platinum rule. Do unto others as **THEY** would have you do unto them.

When we begin investing in our partner by filling their tank with the right fuel it has amazing results. It is only then that we will begin to see a new cycle of engagement at work.

Facilitator Notes:



OXYGEN Cycle

3-5 MINUTES Brief description and expectation

i Advance to the next slide OXYGEN Cycle

Script:

Each partner engages the relationship from a place of fulfillment. Their "tank" is filled and overflowing creating a great dynamic. We all start out as consumers in the relationship. We love how our partner makes us feel, they make us happy, take care of us, make us laugh, etc. That's great at first... but at some point, if we want the

relationship to last, we must switch our perspective to become an investor... asking what can I put into the relationship today (or invest) that will bring a return, benefitting the relationship down the road.

i Advance to the **ACTION PLAN Investor vs Consumer (page 16)** slide.

Give them instructions and release them to complete the exercise.

Play background music. When the majority of the class seem to finish, release them to a 10-minute break.

ACTION PLAN **Investor vs Consumer** (page 17)

SESSION 2

Having a relationship that lasts a lifetime doesn't happen by accident. It requires an informed investment of nurturing, care, and ongoing maintenance. The Couple Checkup creates the baseline couples need to get started.



Check your Pulse: Reviewing the Couple Checkup

5 MINUTES Transition to Session 2

 Advance to the Session Two title slide

 **Script:**

How was the first session? Does anyone have anything they'd like to share regarding something they learned about themselves or their partner in the previous session? Any ah-ha moments?



 **Audience Engagement**

Consider prompting the group by sharing a personal experience of your own interaction with the material.

There will be people in the room who want the opportunity to share their experience. It provides validation, affirms them, and allows continued involvement. However, it can be a huge distraction if you do not proactively manage the audience sharing. By intentionally providing a few minutes between sessions for people to discuss their experience (with the group or at their table) you can control the time allowed based on your facilitation pace.

 **Script:**

Thanks for sharing. Becoming aware of the Emotional Needs that influence your relationship can bring you and your partner greater insight that help turn differences into strengths. In Session Two, we will explore other ways our differences can impact our relationship through the Couple Check-Up.
What is a check up?

 **Audience Engagement**

Allow the audience an opportunity to respond

 **Script:**

Good! So, a good working definition of a check up is an internal evaluation of the various components to ensure it functions properly and at its highest possible capability. If you take your car in for a check-up (or tune up), they

will look beneath the hood, see what is showing ware, what fluids are low, if a belt needs to be tightened, a filter needs to be changed... and they do all of that so the car can function at its best for as long as possible. If you go to the Dr. for a check-up, they take your blood, measure your weight, and look inside to see if everything is working properly. Blood pressure, cholesterol, heart rate, kidney function, eyesight, hearing, etc. are all factors that, if monitored and kept in good working order, can lead to a long and healthy life.

We use a "check-up" for the things that are important to us, that matter to us, that we want to work well for years to come. The Couple checkup is an opportunity for you and your partner to look underneath the hood of your relationship and see if there are areas that need maintenance.



Strength vs Growth

2 MINUTES Highlights the terms used in the report

 Advance to the “Strength and Growth” slide

 **Script:**

The various components of your relationship are listed in your participant guide on page 19. Each component will be given the rating of a Strength area or a Growth area for your relationship. Let’s go over each component together...

There may be some couples who become discouraged at the thought of having “growth” areas. It’s important for them to know that Growth is not a negative term. The term is chosen very intentionally. Growth is opportunity. Growth implies life. If there is a growth area, or multiple growth areas, in their relationship it is perfectly normal! This is the opportunity to create a positive interaction around that area, work together as a team, and create a plan to get on the same page. Watch for signs of discouragement and make yourself available to help lead any discouraged couples through the exercise.

Facilitator Notes:

Couple Checkup Points of Evaluation

7 MINUTES List the 9 areas (points of evaluation)

i Advance to the “Communication, Conflict Resolution, and Financial Management” slide

Script:

Just like in a Dr. visit or a tune up for your car, there may be areas of need in your relationship that you were unaware of. The Couple Check-Up is designed to help reveal areas of distance between you and your partner and your current levels of satisfaction of each component. You may be surprised at their responses and they may be surprised by yours. That’s ok! We will work through it together and help you create a plan to get on the same page.

i Unpack the meaning of each component and how it could impact the relationship. Use the following as an example:

Script:

Communication – How we share feelings and understand each other. This was a tough one for me. When Sarah and I talked through this area I was surprised to discover that she felt as though this area of our relationship was a growth area. She didn’t feel as though she was able to share her feelings well and didn’t always feel as though she was understood. I felt just the opposite. I felt as though I was easily able to share my feelings with her and felt as though she really got me and understood where I was coming from. We agreed that this was a growth area because we weren’t in sync and needed a plan to get on the same page.

i Go through each component, advancing the slides as you go, and help couples discover points of application by providing personal examples in your own relationship whenever they appear to get stuck.



Facilitator Notes:

BREAKOUT Exploring Your Emotional Needs

5 MINUTES Transition to the BREAKOUT for Couples

i Advance to the BREAKOUT Identify Strength & Growth Areas (page 19 of Participation Guide)

Script:

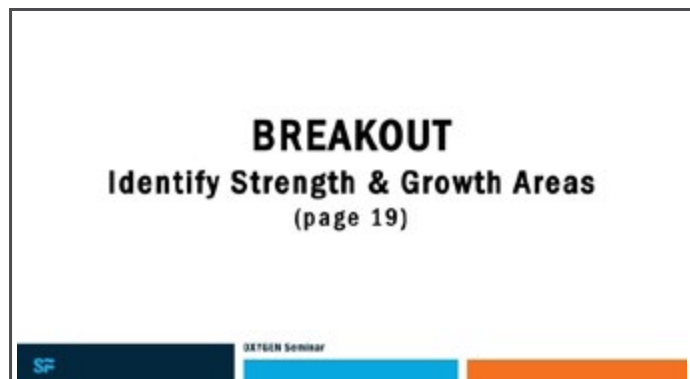
On page 19 in your Participant Guide, you will have the opportunity to evaluate the various components of your relationship. As you do, I would like you to identify 3 Strength areas and 3 Growth areas. I'm going to ask you to do this on your own, without consulting your partner, based on your level of satisfaction in that particular area.

Now that you have created your 2 lists, share your list with your partner and discuss the results. Do your

answers line up? Are they different? Take the time to share the reason for the way you categorized the components of your relationship. Remember, there are no wrong answers... do not vilify your partner for how they feel. Take this opportunity to learn from one another and see how you can continue the investment we began in Session One. Follow the instructions on the bottom of page 20 as a guide.

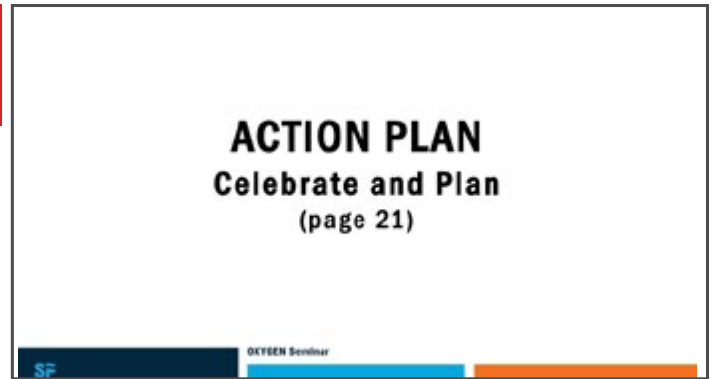
Encourage couples during the breakout to use "I feel" instead of "You always" when discussing each of the 9 areas of growth vs strengths. By staying with "I feel" couples will be less likely to finger point and become defensive when they share their feelings.

Facilitator Notes:



ACTION PLAN Pick One

5 MINUTES Transition to ACTION
PLAN for Couples



i Advance to the ACTION PLAN slide

Script:

On page 21 there is room for you to pick a date, time, and place to work on this action plan together outside of this event. Take the time to discuss when it will work for both of you and get it into your personal calendar. Next, based

on your discussion during the BREAKOUT decide together on 1 Strength area to celebrate and 1 Growth area to work on together. Follow the instructions at the bottom of page 22.

Don't take the idea of celebrating a Strength too lightly... Many couples ONLY talk to one another about the relationship when there is something wrong. It can be a refreshing change of pace to have a meaningful discussion about what is going right! Don't let your couples underestimate the power of celebrating one another and how they each contribute to the Strength they've identified.

Facilitator Notes:

SESSION 3

A new perspective: Becoming a life-long student of your significant other starts here. The OXYGEN Profile Assessment identifies the core and adaptive styles of both themselves and their partner, as well as how these styles play out in day-to-day life.



Uniquely Made: Understanding & Applying the OXYGEN Profile

3 MINUTES Transition to Session 3

Facilitator Notes:



Advance to the Session Three title slide



Script:

In Session One, we looked at differences that can impact our relationships. They were identified as Emotional Needs. We saw how important it is to become a student of your partner, understanding the ways they are different as an opportunity to bring them fulfillment and provide the right fuel for them to engage the relationship in a healthy and positive way. Next, we looked at the Couple Check-Up, discovering components of the relationship where you are either in sync with your partner or not. These "Strength and Growth" areas provided you with an opportunity to continue the investment into the relationship by working as a team to celebrate the strengths and create a plan to turn a growth area into a strength.

The previous 2 sessions dealt with the "What", what is happening within your relationship that is having an impact. Session Three will address the "Why". The OXYGEN Profile assessment identifies your unique personality and the way you tend to show up in the relationship. While the report is very comprehensive and covers a variety of dynamics, we are going to focus on 2 general areas of the report for this seminar.

The OXYGEN Compass

7 MINUTES List the 9 areas (points of evaluation)

i Advance to the OXYGEN Compass slide

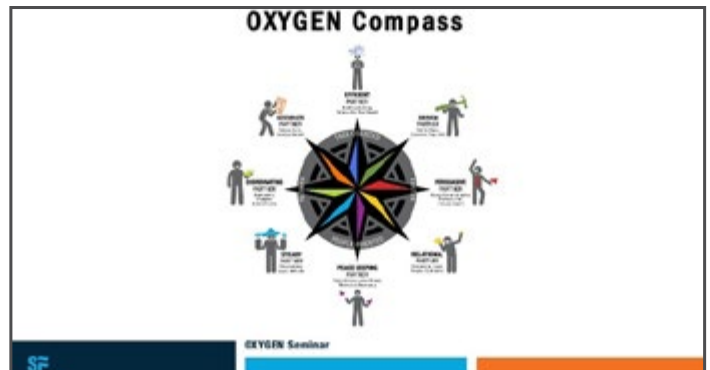
Script:

Before we jump into the nitty gritty details of this assessment, let's review the OXYGEN Compass together. There are 2 scales at work within this compass revealing 4 personality tendencies. First, the vertical scale. At the top of the scale are the task-oriented personalities and at the bottom are the people-oriented personalities. Task-Oriented personalities will focus almost exclusively on the tasks that need to be accomplished in any given situation. The People-Oriented personalities will focus on the people and relationships in any given situation.

Audience Engagement

You can poll the audience to see who identifies with each side of the scale. Opposites attract! It is highly likely that both Task and People Oriented tendencies are at work within your relationship and that of your couples. Sharing a personal story that helps capture the balance and/or tension these tendencies create will help couples lean in. However, if both you and your partner have the same tendency, share how that dynamic plays out within your relationship.

Facilitator Notes:



Script:

The other scale is the horizontal scale. On the right side of the scale are the Fast personalities and the left side are Slow personalities. This is not a reference to IQ! This identifies personality tendencies when it comes to processing information and coming to a decision. The personalities on the Fast side of the scale will react quickly. They want responses quickly, they want action, they prefer a wrong decision over no decision! Those on the fast side of the scale don't mind change. They actually enjoy the process of change. The personalities on the Slow side of the scale tend to take more time in making decisions. They investigate, research, seek out 3rd party validation. They ask a lot of questions and are influenced by other's opinions but will not be rushed into forming theirs.

Audience Engagement

Again, poll the audience to see where people are landing. Consider a personal story to help bring this dynamic to life.



Script:

There are 2 personality profiles that are right in the middle of each scale. Coordinating Partner and Persuasive Partner are in the middle of the vertical scale which can either mean they display no tendency towards Task or People orientation, or, it means they have a proclivity for both! They can adjust their focus to meet the need of the situation they are faced with. Efficient Partner and Peace Keeping Partner are in the middle of the horizontal scale which means they either have no tendency towards being Faster or Slower, or, they can adjust how they show up to fit the needs of the moment. They can make a quick decision or take the time to research and carefully process depending on the circumstances.

As you consider where you and your partner land on the OXYGEN Compass, it's important to realize that there are always at least 2 traits at work. For instance, if you are a Driven Partner, you are both Task oriented AND Fast. This combination is amazingly effective but may also have some concerns that need discussing.

The 4 core personality profiles are **Relational Partner, Steady Partner, Accurate Partner, and Driven Partner**. I'm going to take a moment to go through the 4 core profiles and highlight the differences between each partner type.

Relational Partner: Relational partners are often known as the life of the party. They are the connectors relationally. They love to cheerlead others and have been known to have 25 "best friends." The relational challenges that can surface when married to or in a relationship with a Relational Partner is that they can overcommit to social events, need to talk through their emotions on a daily basis, and avoid conflict at all cost. How many in the room would raise your hand and say I identify with Relational Partner?

Facilitator Notes:

The next core personality profile is **Steady Partner**. Steady partners are often heard singing the melody of Hakuna Matata or they live by the motto of 'Don't worry, be happy.' They are unwavering, loyal, and reliable when it comes to the relationship. They have a keen ability to keep the peace at all cost. They are professional conflict stuffers. What I mean by this, is that when conflict comes up, they will do whatever is necessary to stuff the conflict away and maintain peace in the relationship. This stuffing is often at their own expense of peace and joy, but they wouldn't want it any other way. This also raises a challenge with this personality type. For Steady Partner, you only have so much space to bury conflict and suppress it in your relationship. This usually results in what we call emotional vomit. This is when stored up conflict all comes out in very strange and often uncharacteristic ways emotionally. How many of you would raise your hand and say, I identify with Steady Partner?

The next core personality profile is **Accurate Partner**. Accurate partners are often the creatives, engineers, or detailed oriented individuals. They value facts over feelings, data over dreams, and rarely will make an impulsive decision without careful thought and consideration. For those who are married to or in relationship with someone that is Accurate Partner, it can feel at times like they are critical of what you are doing. They will often share the right way to do something that can come across as demeaning or demanding. The challenge with Accurate Partner is that they don't see these actions as critical or demeaning, but rather as loving and supportive. Many will think they are providing great feedback on how the world should work and the best way to go about getting things done. This can be challenging if you are on the receiving end of their feedback. How many of you identify with Accurate Partner?

Facilitator Notes:

The final core personality profile is **Driven Partner**.

Driven partner lives by the motto of 'Get ur done' and wake

up in the morning looking at their to do list and what needs to get checked off the list. For those that live in the world of Driven Partner, they process stress through the lens of tasks and what needs to be accomplished. Unlike, relational partner who will reach out to others during times of stress, Driven Partner is known for driving through the task in order to reach the goal. The challenge with being married to or in relationship with Driven Partner is that they often miss the emotional clues of others. This can be difficult in a relationship when connecting emotionally is needed and yet their focus is on the project, business, or task at hand. How many of you identify with Driven Partner?

We've covered the 4 core personalities in the OXYGEN Profile Compass, but you might be asking what about the other 4 personalities. What about Persuasive, Peace Keeping, Coordinating, and Efficient partner. Where do they fit into the compass? The other 4 personalities are a combination and blend of the 4 core personalities. There is nothing worse than being pigeonholed to one profile. The combination creates unique and different expressions of the 4 core.

If you haven't already taken the OXYGEN Profile Assessment, you'll want to skim over the 8 different Personality Profiles and their unique perspectives. You can do that on pages 25 – 32. If you've already completed the OXYGEN Profile, you'll want to pull up the report and identify which partner type you and your partner resemble most. We will be using these personality types to complete the breakout exercise.



Personality Insights

3 MINUTES

Transition to Session 3

Script:

The next section of your report covers your unique Personality Insights. The Compass is comprised of 62 points of data while the Personality Insights is comprised of 118 thousand points of data. This means that while you and your partner could occupy the same dominant profile on the compass, you will have different Personality Insights. You are unique! This Narrative about you has 3 paragraphs, made up of general statements unique to your personality tendencies, representing the strengths of your natural way of relating to the world around you. Take a moment and read over this section if you haven't done so already.

Give them a few minutes to read it

Audience Engagement

How many of you would say the report nailed it?
This is 95% accurate to who you think you are.

How many would say it was pretty close?
The report is 75-80% accurate.

How many would say this report missed the mark? This isn't you at all.

Facilitator Notes:

Advance to the Personality Insights slide

Script:

The majority of you found that it is pretty accurate. For those of you who struggle with the results there could be a few reasons.

Check with your partner to see if they feel it describes you. Often, we take on a certain persona while at work or in group settings and it changes the way we perceive ourselves. It's necessary for doing our job or getting through a social function but it is not how we show up every day in our relationships. Our partner is a great sounding board to help us broaden our self-impression. Next, if both you and your partner feel as though the assessment is not accurate, think back to when you took it. Were you at work, focused on tasks associated with the job, not thinking about your relationship? All of these factor in.

It could be that the assessment just got it wrong.

Regardless of the reason, you are more than welcome to take it again. However, for today, we are going to try and focus on what does resonate with you. Feel free to cross out anything that you feel doesn't sound like you.

BREAKOUT Mapping Your OXYGEN Profile

10 MINUTES Transition to the BREAKOUT
for Couples

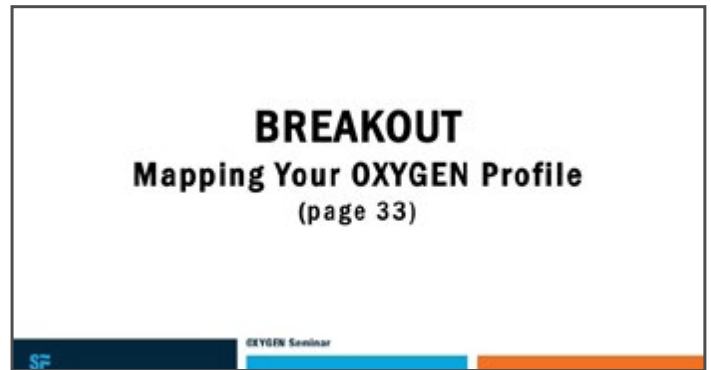


Advance to the BREAKOUT Mapping Your
OXYGEN Profile



Script:

In fact, we are all going to take a few minutes and work through our Personality Insights section and identify the statements that resonate the most with us. Turn to page _____ and follow the instructions.



It is important that participants do feel as though they are being forced to identify with results they don't agree with. Your role is not to convince them. It's ok if they feel as though the assessment got it wrong. Your goal is to shift their focus to what the assessment got right! Be prepared to engage individuals who are struggling with this process. They may need some help looking past those areas they don't agree with to focus on the areas that can benefit both them and their partner in this session.

Facilitator Notes:

The 3 R's

3 MINUTES Displays the highlights of this section of the report

 **Advance to the 3 R's slide**

 **Script:**

Now that you understand what personality profile you most identify with, it is important to consider how this can impact the way you respond, relate, and reinforce your partner daily. I'm going to walk you through what we call the Three R's. The Three R's get to the heart of how your personality responds when under stress and pressure. Think of the three R's as the cliff notes on how to communicate best with a given personality type. Because we are unique, we often have a preferred way to receive information and communication. The power of knowing how to respond, relate, and reinforce who my partner is based on their personality is a paradigm shift.

Consider using your own personality profile along with your spouse/partner to highlight how this dynamic shows up in your life. The use of a personal story to help bring this dynamic to life is always best.

Facilitator Notes:

Keys to Motivating

5 MINUTES Displays the highlights of this section the report

 **Advance to the OXYGEN Compass slide**

 **Script:**

Welcome back from your BREAKOUT.



You may consider asking the group to share what they discovered during the BREAKOUT, about themselves and/or their partner. It can be a great way to maximize engagement.

 **Script:**

The last section of the OXYGEN Profile assessment we are going to look at the Keys to Motivating section. In your report you will see a section that identifies ways that you are motivated. Couples who learn to understand how their partner is motivated reduce the risk of misunderstanding creating “hot spots” in their day-to-day interaction.

The motivations that populate your report are listed in a

bullet point format and will show up as general statements, reflect current and active motivations, and represent goals to reach. These motivations give you both insights into the way each of you operate best and can be a cheat sheet for how you engage one another.

A personal story can really help couples engage with this exercise. Remember, you don't always have to have a story that highlights when you've done it correctly. Sometimes telling on yourself can build a relatability bridge that the audience responds well to.

Facilitator Notes:

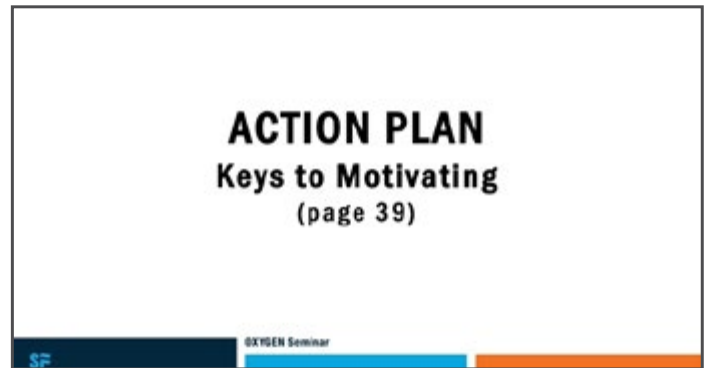
ACTION PLAN Pick One

5 MINUTES Transition to ACTION
PLAN for Couples



Advance to the ACTION PLAN slide

Direct the participants to follow the instruction found in their participant guides for the ACTION PLAN and give them plenty of time to complete it. Let them know if you plan on taking a break afterwards or what they can expect once they complete the exercise.



Facilitator Notes:

SESSION 4

In today's day and age, communication may be reduced to the simple transfer of information. But within an intimate relationship, like marriage, we quickly realize there is a lot more going on than meets the eye. Empathy is the foundation of communication and is essential for truly knowing and understand one another.



Great Communication: Love, Respect, and Empathy

5 MINUTES Transition to Session 4
Set up for the Focusing
Exercise

 **Advance to the Session Four title slide**

 **Script:**

Before we explore the next session, what did you discover about yourself or your partner that you could share with the group?

 **Audience Engagement**

Allow time for participants to share their discoveries

 **Script:**

So far, we have covered your differences in emotional needs, your different levels of satisfaction through the Couple Check-Up, and your personality differences. Now we are going to see how all of these differences play out in the area of communication. Communication can be a hot spot in relationships. Misunderstandings are common.

Great Communication: Love, Respect, and Empathy (page 41)

CEYSEN Seminar

Facilitator Notes:

ACTIVITY Focusing Exercise

10 MINUTES Transition to ACTIVITY Focusing Exercise



 **Advance to “You’re getting robbed” video slide**

Hopefully, that kind of misunderstanding has never happened to you in your relationship! They were definitely not on the same page, completely missing the other person’s perspective. The title slide for this Session identifies Love, Respect, and Empathy as the key ingredients for Great communication. Although each of these are important, empathy is vital and can be hard to reach, particularly when mixed signals exist!

 **Script:**

Now that you understand what personality profile you most identify with, it is important to consider how this can impact the way you respond, relate, and reinforce your partner daily. I’m going to walk you through what we call the Three R’s. The Three R’s get to the heart of how your personality responds when under stress and pressure. Think of the three R’s as the cliff notes on how to communicate best with a given personality type. Because we are unique, we often have a preferred way to receive information and communication. The power of knowing how to respond, relate, and reinforce who my partner is based on their personality is a paradigm shift.

Facilitator Notes:

Elements of Communication

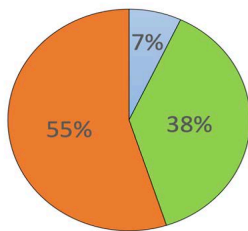
5 MINUTES Displays the highlights of this section the report

i Advance to "Elements of Communication" slide

Script:

A UCLA professor measured the impact that these 3 areas can have when communicating with someone who knows you well. Of these 3 (Words, Tone, Body Language) which would you guess has the greatest impact on communication?

Nonverbal Communication



Actual Words Vocal Characteristics Body Language

i Advance slide revealing percentages

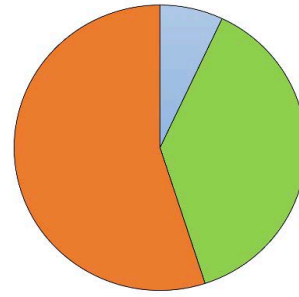
Script:

When these 3 elements are in sync, or are all saying the same thing, they deliver a strong message that is not likely to be misunderstood. However, when these elements are sending mixed signals, the message can be very confusing. In that scenario, the listener will choose to rely on Body Language first, Tone second, and the actual words last! How important is Body Language!!

Can you think of a scenario in which this has happened in your relationship? When the words were saying one thing but the other elements made the words hard to believe?

Developing empathy is not for the faint of heart. It is not an easy task. And our primary way of communicating

Nonverbal Communication



Actual Words Vocal Characteristics Body Language

OXYGEN SEMINAR

Facilitator Notes:

(words) can frequently be an obstacle. I'm sure you've been there. You and your loved one have said all that you can say but the back and forth is just not working!

A psychologist named Arthur Aron explored the power of nonverbal communication in an experiment he conducted in NY where he successfully made two strangers fall in love in his laboratory. The experiment involved a male and a female entering the lab from separate doors, sitting down facing each other, and sharing the answers to 36 questions developed to expedite the development of intimacy. The experiment concluded with an odd final step. As a way of sealing this intimate experience, the two participants were asked

to stare into each other's eyes for 4 minutes. The most sensational fact of this experiment was that after just 6 months the couple was married and invited the whole lab to the wedding. Dr. Aron's experiment worked!

Dr. Aron recognized the power of nonverbal communication. The most powerful of those non-verbal communication tools is our eyes. Our eyes have been referred to as the windows to the soul... any truth to that? Well, in the spirit of finding out, we are going to conduct what we call the Focusing Exercise where you will have the opportunity to communicate with your partner using nothing more than just a look! Borrowing from Dr. Aron, we are going to look into the eyes of our partner for 4 minutes. There will be no talking during this time. We don't want to disturb others. Turn and face your partner and remember, your body language is sending a message whether you are meaning to or not. Be intentional! The goal is that you can share something with your loved one that words just can't quite articulate.

You may be feeling reluctant, nervous, or uncertain of how this will work out... that's okay! I will be playing a song during this exercise so it won't be completely silent. Push through the uncomfortable feelings and see if a deeper level of communication can be reached. After the song concludes, I will advance the slide. There will be 3 questions to help you reflect on what you've experienced. Each of you received a 3x5 card to collect your responses to these questions. You are not required to sign the card or to turn in your answers. This is just for you. However, if you would like to share with your partner, or turn your answers in we would love to review them in order to continue to validate the exercise.

There may be more time needed, examples from previous events, and other means of imploring the couples to engage. Read the room and know your audience. It is always helpful to wait until the room is quiet before advancing the slide and starting the song. Don't be afraid to request a quiet room before you begin. Make sure that the sound is up high enough to help couples feel comfortable. If you can still hear all the ambient noise in the room some may be hesitant to engage as their awareness of themselves as others is heightened.

Facilitator Notes:



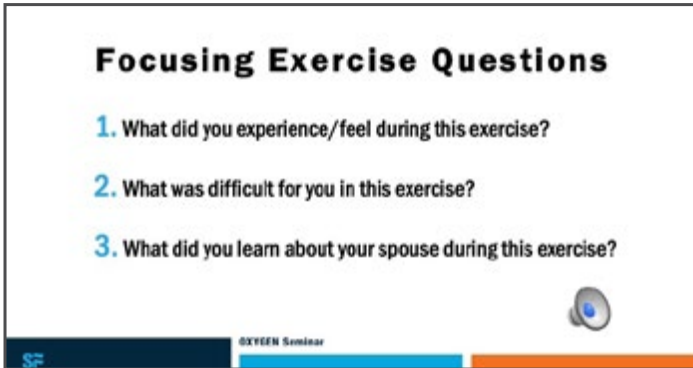
Advance to the "All of Me" audio slide



This can be an awkward time for you as the facilitator. It is extremely important that you disengage the audience, especially at the beginning. Do not stare, or joke around, or engage couples during this time unless you are specifically called over to address an issue. If that happens, please ask the couple to follow you out of the room so as not to disturb others. Once disengagement has taken place you can carefully observe the room. Notice what messages are being communicated through body language. Are couples leaning in? Arms crossed? Tears? These observations will be helpful as you re-engage the group following the exercise.



Advance to the 3 Questions slide with song



Script:

Take a moment to gather yourself. While you do, please stay in the same state of mind and quietly reflect on the questions on the screen before we continue.

Watch the room for timing. The vast majority of the group may be finished before the song ends. You can either dismiss them for a short break or fade the music out early and continue.



Script:

Were any of you surprised by what you experienced? A look can be a powerful means of communication. What often happens in those moments is that we truly see each other. All the clutter and distractions that life brings

into our relationship fades into the background for a few moments and we truly see one another. This is the heart of developing empathy.



The Power of Empathy

3 MINUTES Highlights the power Empathy can have in relationships



Advance to the Power of Empathy video slide

Allow the video to play without any further set up. Be prepared to point out any talking points that may stand out with the audience.



Script:

The importance of empathy is undeniable but hard to maintain. Seeing things from someone else's perspective seems easy to achieve when what they are experiencing doesn't involve us personally. But what about when we are involved? When we have a disagreement or misunderstanding and our emotions are triggered, how do we maintain empathy? How do we stay in tune with our partner's point of view and feel what they are feeling?

In the chaos of swirling emotions, it's helpful to have some structure. A framework may be needed to lead us to empathy. This framework is called the Couplelogue. It

is a technique designed to bring clarity to the message, validation for the thought process, and empathy for the feelings that have fueled the action taken. In order to see how this works, we will be doing a roll play demonstrating a typical argument between loved ones. Afterwards, we will apply the Couplelogue and see how clarification, validation, and empathy can be powerful change agents leading to deeper connection.

Facilitator Notes:

Stu & Missy

10 MINUTES Transition to the Stu and Missy Role Play



i Advance to the Stu and Missy slide

Script:

I need a volunteer. The only qualification necessary is that you know how to argue! Healthy communication skills are not required. Here is the premise: Stu has received a tax return that both he and Missy have been waiting for. He makes some decisions regarding that money without consulting Missy and then shares his decision when she

gets home later that day. We pick up the role play as Missy gets home and Stu shares that the tax return has arrived and what he did with it! It's amazing how quickly this roll play gets spun up with this topic...

Audience Engagement

Who would like to volunteer?

It is always risky asking for a volunteer. One idea is to identify a potential Stu or Missy to play opposite of you earlier in the seminar. Someone who has some energy, seems as though they can think on their feet to make quick decisions, and is on the FASTER side of the OXYGEN Profile Compass. Once identified, take an opportunity during a break prior to this session to introduce the opportunity for them to participate in a role play. If they agree, let them know that you will be asking for a volunteer and then choosing them to play the part. Having a plan makes it easier to manage towards the desired result! You can then pre-plan your "argument" details.

When your volunteer is up front with you, ask the audience for help with some of the details of your role play. The following questions are great starting points: How long have Stu and Missy been together? Do they have any kids? What do each of them do for a living? What do each of them like to do for fun? The answers to these questions can provide insight into why Stu and Missy adopt their point of view within the "argument" and therefore help you find points of empathy afterwards when using the Couplelogue.



Conduct the role play.

Be sure and praise your volunteer for their help as you arrange two chairs at the front of the room, facing each other. This will be the setting for the Couplelogue. Ask the audience what they witnessed in the role play that represented real life. How did body language, tone, facial gestures, talking over one another, statements like “you always” or “you never”, impact the argument?

This interaction with the audience will help lay the groundwork for the why the Couplelogue is so valuable. In real life, we find our conversations can naturally lean towards escalation, one upping each other, playing the blame game, and worse. What is needed is a framework to keep things on track.

Facilitator Notes:

The Couplelogue

15 MINUTES Display the necessary steps of the Couplelogue leading to empathy

Advance to the Couplelogue Slide Series

Take time to walk the audience through the process step by step before demonstrating it. This will make it easier for couples to recognize the 3 steps when they witness Stu and Missy using the Couplelogue in response to their argument.

Script:

Stu and Missy are both frustrated. Neither feels heard or valued in the conversation. This is a great opportunity to use the Couplelogue. As we put it to work, it's important we remember the goal of this exercise.

Advance to the Couplelogue Goal Slide

As you talk through the goal, note that some personality types may be frustrated or discouraged by the thought of not necessarily solving the problem at this time. It will be helpful to point out that the Couplelogue will get you and your partner on the same page and then, in the next session, we will explore another exercise that works towards a solution (10 Steps to Resolving Conflict).

Facilitator Notes:





Advance to the How the Couplelogue Works Slide and talk through Part 1



Script:

First, decide who will be the speaker and who will be the listener. The speaker uses “I” statements. Example: “Lately, I feel...” or “Lately, I don’t feel...”

accurately mirrored, the listener invites the speaker to continue by asking, “Is there more?” If yes, the process repeats. If no, then you move on to step two.

During this time, the listener’s job is to simply listen. The listener will have the opportunity to respond later. After the speaker is finished, the listener “mirrors” what she or he has just heard. Example: “What I heard you say is...”

Once the speaker has confirmed that the listener has



Advance to Part 2

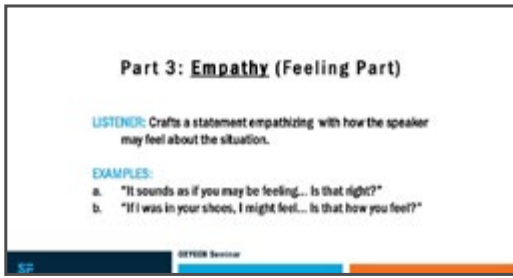


Script:

The goal of this step is to make sure that the speaker feels validated. In other words, knowing that what he or she has just said matters and has value, whether or not you agree

with what was said. An example of validation is to say, “I can understand how you would think...” or “I see why that bothers you.”

Facilitator Notes:



Advance to Part 3



Script:

The goal of empathy is to try to feel what your partner is feeling. Communicating empathy can sound like: "I can imagine you might be feeling..." or "If I were in your shoes, I might feel... Do you feel like that?"

So we are going to put this to work with Stu and Missy and see what we can find out that can help bring clarity and connection even if it doesn't immediately solve the problem.

Then, trade roles. The listener now speaks, and the speaker listens.



Audience Engagement

Decide who will be the speaker and who will be the listener and use the Couplelogue between Stu and Missy.

Don't be afraid to help your volunteer along the way and be willing to pause and call out important moments as they take place. You are establishing what the couples will focus on when they practice. Finally, acknowledge the uncomfortable nature of talking in Couplelogue terminology. Give couples permission to make it their own, but be careful not to stray from the main idea as they customize it.



Script:

Now before you have an opportunity to practice the Couplelogue with your partner, there is one common mistake that people can make that will derail the whole process. They try and fix the problem right away.

Remember the goal is to understand what your partner is feeling and to be understood by them. If you rush to fix it too soon you can end up missing each other. Like this...

Facilitator Notes:



Advance slide to the Not About the Nail Video and let play.

When it's over, engage the audience.



Script:

How many of you can relate to that video? Whether you are the person with the nail or the person trying to get the nail out of your partner's head, the frustration is universal. Lets acknowledge right now that some personality types are wired to fix stuff. They love to fix things! That's how they contribute. They draw a sense of value from being

able to find a solution. That is a beautiful and wonderful trait and we will rely on that trait in the next session. For now, lets focus on understanding everything you can about your partner's thought process and the feelings behind their actions or responses.

Facilitator Notes:

BREAKOUT Creating Healthy Communication

15 MINUTES Transition to the BREAKOUT for Couples

i Advance to BREAKOUT slide.

Have them read the instructions and follow directions.
Give them about 15 minutes for this exercise



It may be worthwhile to call attention to the options available when creating a wish list. If a couple is in crisis, or if tensions are running high, creating a list of what they value about their relationship may be more helpful for practicing the Couplelogue.

Roots

3 MINUTES Illustration of how there is more going on underneath the surface than we realize

i Advance slide to Roots slide

Script:

The way we communicate, the feelings that rise up, even the tone of voice we choose may have been learned from our family of origin. We are all products of the families we grew up in. All the positive and negative communication patterns can be traced to our roots. Understanding where we came from can provide needed insight in helping us move forward in a healthy way.

Use this chart as a reference to identify the roots in your



past that have contributed to your communication tendencies.

Have you ever tripped on a root in while walking on a trail? Many of us have. No matter how meticulous the maintenance of the trail sometimes roots will find their way to the surface and become stumbling blocks.

Facilitator Notes:

ACTION PLAN Pick One

5 MINUTES Transition to ACTION
PLAN for Couples



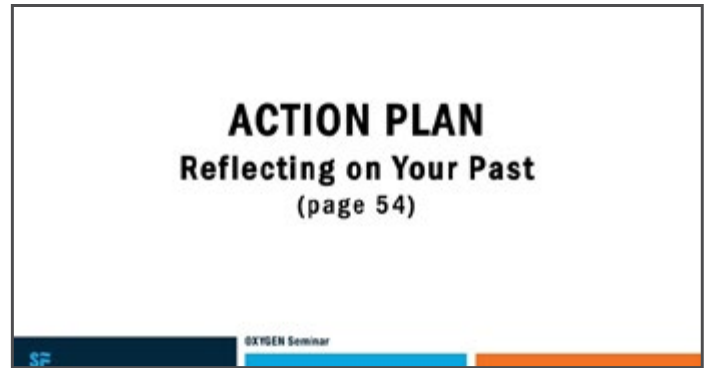
Advance to the ACTION PLAN slide

Have couples follow instructions and complete the exercise. Allow 5-7 minutes



Script:

Understanding where we came from can guide us to where we ultimately want to be. Reflecting on communication tendencies of our family or origin will help individuals identify behavior patterns they have brought with them into their current family environment. Awareness creates the opportunity to make changes



Facilitator Notes:

SESSION 5

Conflict happens whenever we are challenged with a different perspective, which can be healthy and create a deeper sense of intimacy if worked through properly. If not, it can spread like wildfire!



Duel at the Mall — Video

3 MINUTES Introduction to Session 5

i Advance slide to **Duel at the Mall Video**.

Play with no set-up. Make sure the volume is up.



Facilitator Notes:

“Putting Out Fires: Communicating Through Conflict”

5 MINUTES

Transition from video to content



Advance to Putting Out Fires:
Communicating Through Conflict

Putting Out Fires: Communicating Through Conflict (page 56)

SEVEN Seminar



Script:

Conflict is inevitable. But it doesn't have to damage the relationship. When properly managed it can actually create a deeper connection. Like fire provides a ton of benefit, you can use it to cook, bring warmth, and forge tools or instruments. However, if that same fire is not managed properly, if it is not confined to a safe place it can do a tremendous amount of damage.

The first step to managing conflict is recognizing when it is reaching dangerous levels. Stopping the damage before it stops is the goal of the Time-out technique.

Facilitator Notes:

Stop, Drop & Roll – Time-Out

5 MINUTES Displays the instruction for a healthy Time-Out

 **Advance to Stop, Drop & Roll – Time-Out slide**

 **Script:**

When you hear the words “Time-out”, what comes to mind?

 **Audience Engagement**

Allow the audience to respond

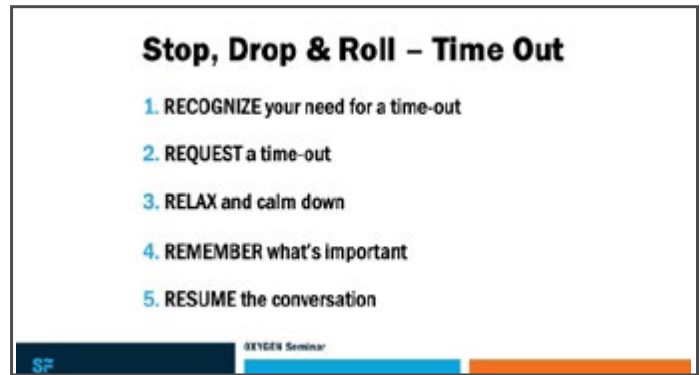
 **Script:**

Most of us think of a toddler getting into trouble and having to spend some time alone thinking about what they’ve done. That is not the kind of time-out we are talking about. What we are referring to is the kind of time-out a wise coach utilizes when the game is on the line. The team is losing control and playing chaotically. So the coach calls a time-out. He gathers the team around him while they catch their breath. He reviews the game plan while they get on the same page, and return to the game to win.

You and your partner are a team. When conflict shows up and the game feels out of control, implement a time-out to keep your connection strong. Here’s how it works.

 **Review the 5 R’s of the Time-Out**

The Time-Out technique can be beneficial to help deescalate and allow couples to regain a more positive perspective, but it can also be abused. Some personalities who tend to avoid confrontation at all cost can tend to rely on the Time-Out as a way to avoid any difficult situation and never face the conflict. It’s important to emphasize the 5th R and challenge couples to commit to RESUMING the engagement and not abuse the technique.



Facilitator Notes:

What's Your Boiling Point

5 MINUTES

Explore the boiling point areas in the relationship



Advance to *What's Your Boiling Point* slide

What's Your Boiling Point?

KEYGEN Seminar



Script:

When things begin to feel out of control we can use a Time Out to put the fire out. But how did the fire start to begin with? For many couples, identifying their boiling point can help them avoid conflict before it starts. What are the areas that tend to trigger conflict for you and your significant other? It could be certain scenarios, subjects,

or circumstances where you are more susceptible to spark conflict with your partner. Identifying these areas and bringing them into the light of day can help you and your partner navigate boiling points and keep them from bubbling over.

This is a great opportunity to interject a personal story to illustrate the concept. Reference the following Personal Story Example if you get stuck.

One the areas that always tend to bubble over into conflict for my wife and I is when it comes to how we spend our free time. When we both have a day off at the same time we tend to approach it very differently. My wife prefers to sleep late and leave the day unplanned. Her motto is "let's just see what happens." I, on the other hand, get up early and prefer to plan the day out, making sure that we accomplish something and not waste it sitting around. Two very different approaches have created moments of conflict for us on more than one occasion.

As we talked about this Boiling Point we were able to work together to come up with a plan. Now instead of fighting each other about what do, we each take a turn owning the day. When it is Sarah's turn she decides what we do and when we do it and I follow her lead. The next day off we have together, it's my turn. This has allowed us to not only avoid the unhealthy conflict of the past experiences, but also has provided an opportunity to invest in one another by incorporating things we know the other person appreciates into the day when we are planning it.

Facilitator Notes:

The Fuel Behind the Fire: ANGER

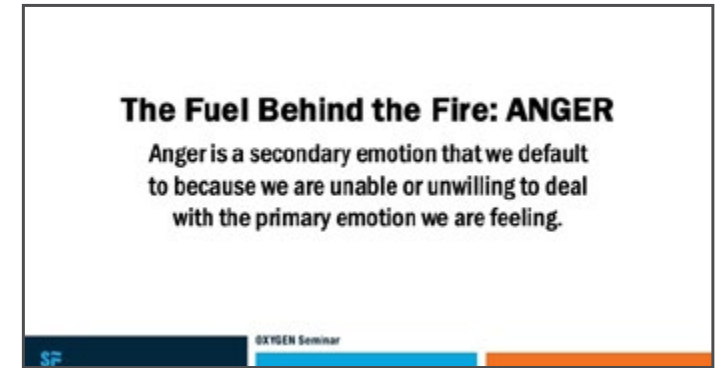
5 MINUTES Helps couples see anger differently

i Advance to The Fuel Behind the Fire: Anger slide.

Allow the audience to read the description.

Script:

When conflict is present we can find ourselves responding to the anger that is shown rather than the primary emotion that has fueled the anger. When this takes place, a cycle is initiated that tends to escalate. Dr. Neil Clark Warren wrote a book called *Making Anger Your Ally*. In it he identifies 4 primary emotions that often are displayed as anger... fear, hurt, frustration, and injustice. If we respond to our partner's anger, we miss the primary emotion and, therefore, the root of the issue that has sparked the conflict. Taking a moment to pause and trace the thread of anger back to the root may give us the



opportunity to come up with a different response that actually addresses the cause and deescalates the situation.

As you think about the issues that spark conflict in our relationship, a list of behaviors may begin to form in your mind. Now the tendency is to create a list of things our partner does that ignites conflict for us, but in a moment you will have the opportunity to take inventory of your actions that lead to conflict for your partner.

Facilitator Notes:

BREAKOUT Common Conflict Igniters

15 MINUTES Transition to the BREAKOUT for
Couples

i Advance to the BREAKOUT Common Conflict Igniters slide.

Ask the audience to follow the instructions found in their participant guide with the following qualifier. Allow 15 minutes.

Script:

The instructions give you the opportunity to identify any conflict igniters that you tend to use on one side of the worksheet, fold your answers under so they cannot be seen, and then trade books with your partner so they can identify any conflict igniters that they think you use. Once finished, trade back and examine the igniters both you and your partner identified. The items you both identified are your most common igniters. The ones that your partner identified but you did not could represent blind spots... areas that your partner notices but you

do not. It is important to keep an open mind when reviewing this list, not to become defensive.

After you have each reviewed your worksheet, finish the exercise by discussing what stood out to you. What do you agree with? What are you struggling to see? Finish following the instructions in your Participant Guide taking plenty of time on Step 7 and we will continue in a few minutes.

It's vital to encourage a proper approach to this exercise. Like any tool, it has the potential to both build the relationship and tear it down. Being exposed to a blind spot can be hard. If a couple is in crisis, or if things are particularly stressful, it may be a smart idea to only do part one of this exercise. Trading books with their partner could do more harm than good. Draw attention to the option listed in the Participant Guide for them to only evaluate their own conflict igniters.

Consider the following exercise as an alternative for couples in crisis. It's called Positive Flooding. Place a chair in the center and have one partner sit while the other stands next to them. Using a phone or some sort of timer set for 1 min. Partner A is seated and prepares to listen. Partner B will begin once the timer starts by walking around Partner A verbally expressing what they value about their partner in 3 areas. Round 1: Physical Appearance For instance, "I love your smile because every time I see it I remember the summer of our wedding when we decided on a venue and you shared the news with your sister... your smile is so amazing and makes me so happy!" Round 2: Personality "I love your intelligence. The way you see the world always makes me smile and challenges my perspective." Round 3: The Relationship "I love our teamwork when it comes to parenting. We bring a good balance when tackling tough situations with the kids." In between each round the person sitting will stand and the couple will embrace for 30 seconds. After all 3 rounds are finished they switch spots and repeat the process.

This may seem insignificant but this act of flushing out the negative thoughts and interactions with the positive thoughts and feelings can have an amazing and immediate impact, changing the brain chemistry to create a powerful connection.



Passivity & Control

5 MINUTES Identifies and defines a common conflict igniter

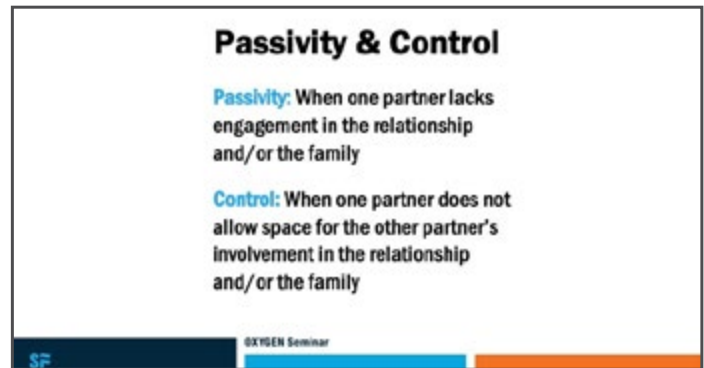
 **Advance to the Passivity & Control slide.**

Allow the audience to read the description.

 **Script:**

This concept is a common conflict igniter. In the military it can be forced into your circumstances through deployments. Periods of time where one partner is away from the family can create passivity in the partner who is away and control in the partner who is home out of necessity. It is needed to get through the time of separation. But when the deployment is over and

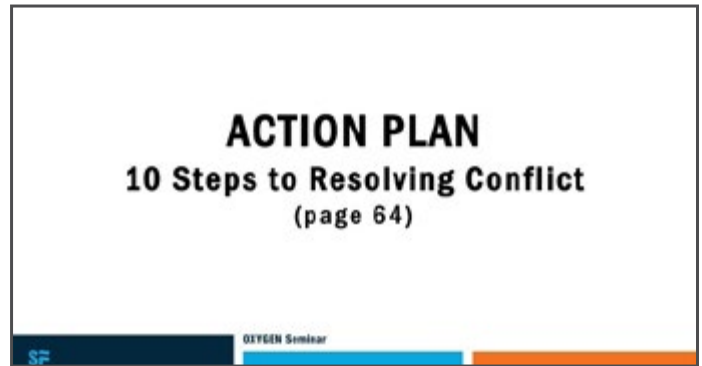
reintegration occurs it's important to slowly adjust the passivity & control scale so as not to create change too abruptly. Control partners can be reluctant to let go, and passive partners can be hesitant to reengage. It's important to empathize with each other and encourage a pursuit of balance.



Facilitator Notes:

ACTION PLAN 10 Steps to Resolving Conflict

10 MINUTES Transition to ACTION
PLAN for Couples



i Advance to the ACTION PLAN slide

Have couples follow instructions and complete the exercise. Allow 5-7 minutes

Script:

The 10 Steps for Resolving Conflict is a systematic approach to resolving conflict in a manner that keeps emotions from derailing the process. When used in combination with the Couplelogue, this tool can put an end to those lingering points of conflict in your relationship.

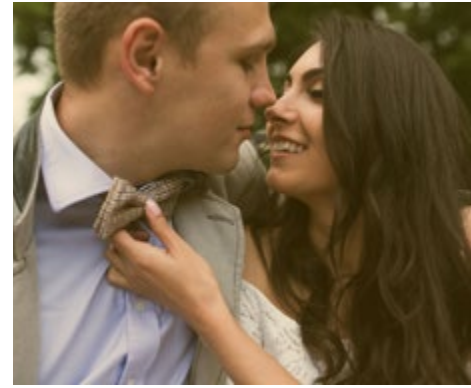
i Discuss

Discuss the steps in order and then release the couples to complete 1-3 in session and set a time and a place to complete the process after the event.

Facilitator Notes:

SESSION 6

Sex for a married couple doesn't create intimacy; it is an expression of the intimacy that already exists in the relationship. Great sex doesn't start in the bedroom with technique, it starts with the heart.



Duel at the Mall — Video

3 MINUTES Introduction to Session 6

i Advance to the Session Six title slide

Script:

I want to take a minute to manage expectations regarding this next session. The title says 7 Keys to Incredible Sex. This can be slightly misleading... to be clear... we are not going to be discussing technique. In fact, there are many different factors to consider. Sex can be a deeply personal issue and even the thought of discussing it in a public forum can make some people uncomfortable. Others may have experienced some sort of abuse or have health issues associated with sex. Infertility can impact our sex life. Seasons of life, stress... There are so many factors to consider.

7 Keys to Incredible Sex
(page 67)

Our approach to this topic will focus on the foundation needed for an amazing, life long, sex life. The quote in your Participant Guide reads, "Sex for a married couple doesn't create intimacy. It is the expression of the intimacy that already exists in the relationship." In other words, a satisfying sex life is the fruit of a healthy relationship.

With that in mind, let's turn our attention to a video to start us out...

Facilitator Notes:

The Love Triangle

7 MINUTES Illustrates the importance of a balanced investment in all three aspects of love

i Advance to the Love triangle



Script:

Love is probably the one thing we share most with other human beings. Throughout history there have been more songs written about love, more books with love as the theme, movies, poems... wars have been fought for it, men have died for it. Finding someone to love and be loved by is the single most common pursuit of humanity.

Passion, Intimacy, and Commitment. Over the long haul passion and intimacy will ebb and flow with the circumstances and seasons of life. But in order for love to work, commitment needs to be the constant. It is the fertile soil in which passion and intimacy can grow.

The kind of love worth fighting for has 3 ingredients.

A great exercise for couples to think about how they are doing in the 3 areas is to plot Passion, Intimacy, and Commitment on an X & Y axis. PIC should be plotted on the Y axis and 1 through 10 on the X axis (see image below). Each partner will then rank on a scale of 1 to 10 where they currently feel the relationship is at in each area. This is done separately as individuals and then they share their results. Often one partner is feeling more or less connected when it comes to Passion, Intimacy, or Commitment. This allows for couples to identify where the gap exists in the relationship and begin to work towards connection. Feel free to use this example as a bridge to the 7 keys.

Script:

With this foundation established, lets review the 7 keys.

Facilitator Notes:



KEY #1 Foreplay Starts in the Kitchen

3 MINUTES Displays the key

i Advance to Key #1 slide

Script:

The kitchen represents the start of the day for many. It's where we greet the day, have our morning coffee, or breakfast. It's the heart of the home. The idea behind Key #1 is to not wait for the bedroom to initiate romantic interaction or expressions of love to your partner. Infact,

making a point of starting your day by making sure your partner knows you love them, want them, appreciate them can not only make a difference for your partner but will impact the tone of your thoughts towards your partner throughout the day.



KEY #2 Embrace Realistic Expectations

2 MINUTES Displays the key

i Advance through Keys 2-6 and talk through each one.

Each Key has talking points you can emphasize found in the Participant Guide. Feel free to support the content through a personal story or analogy. Watch your audience and make sure that the comfort level in the room is on the rise.

Facilitator Notes:

Key #7 Learn Your Love Language

3 MINUTES Transition to the Love Language Assessment



Advance to Key #7



Script:

The best way to find your sexy is not in some huge romantic gesture but rather in the little things you can do in a consistent way to communicate love to your partner. The best way to find effective ways to do that is to learn your love language.

Facilitator Notes:



BREAKOUT Identify Your Love Language

10 MINUTES Transition to the BREAKOUT for Couples

 **Advance to the BREAKOUT slide**

Direct the couples to the assessment in the Participant Guide and set up the Love Language Group Activity. Allow 10 minutes.

If there is time, you can have the room break into smaller groups according to their primary love language. While in the groups have them discuss with each other some



practical ways they like to have their love language spoken to them. Then allow each group to share a few of those examples with the larger room. Make time for questions and help guide towards a deeper understanding of how the love languages play out in daily life.

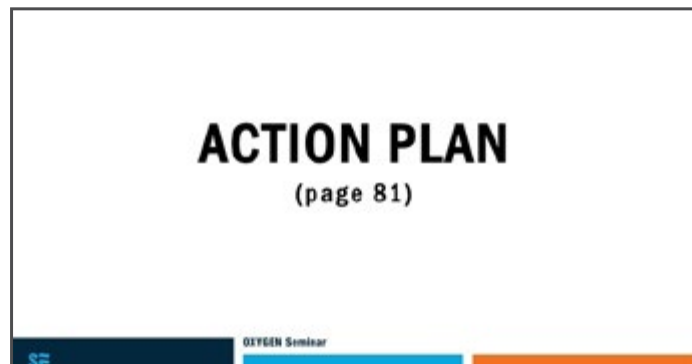
Just like with real languages, we can learn to become fluent in our partners love language. Not just in how we communicate love to our partner, but also in how we learn to receive love from our partner. Learning to recognize the way our partner expresses love is just as important as learning how to deliver a message of love in their love language.

ACTION PLAN

10 MINUTES Transition to ACTION PLAN for Couples

 **Advance to the ACTION PLAN.**

Allow couples to spend a few minutes to reflect on the questions posed in the Action Plan before continuing.



Allow 5 minutes or assign as homework.

SESSION 7

Forgiveness is an essential part of any relationship if the desire is to move forward and grow. It is not always easy, but the benefits of forgiveness are many. It's not a feeling you wait to feel or an emotion that wells up within you. It is a choice to put the needs of your partner and the needs of the relationship ahead of your own.



"Forgiveness Matters"/Forgiveness is NOT/Forgiveness IS

10 MINUTES Transition to Session 7

i Advance to Session Seven title slide.

Script:

So far in this seminar we have discussed differences, personalities, communication, conflict, intimacy... it's understandable that as we have talked through all of these issues that some past hurts, frustrations, or pain points may have risen to the surface. Forgiveness is an essential part of any relationship and is the only way to move forward when we inevitably experience hurt in our relationship.

There is a lot of misunderstanding around the idea of forgiveness. We hear things in our culture like "forgive and forget". Is that even possible? No, so as we begin, let's explore what forgiveness is and what it is not.

Facilitator Notes:

A collage of three presentation slides. The top slide is the title slide, which reads "Forgiveness Matters (page 82)" and includes the "OXYGEN Seminar" logo. The bottom left slide is titled "Forgiveness is NOT:" and lists five bullet points: "Burying your emotions and not dealing with the hurt", "Giving someone permission to disrespect your boundaries", "Accepting unhealthy behavior or communication", "Avoiding the situation and hanging onto negative emotions regarding your spouse", and "About forgetting the offense". The bottom right slide is titled "Forgiveness IS:" and lists three bullet points: "A decision, NOT an emotion", "A choice to let go of negative emotions", and "Not necessarily a one-time event" and "Not always granted based on being asked for it".

Forgiveness is NOT:

- Burying your emotions and not dealing with the hurt
- Giving someone permission to disrespect your boundaries
- Accepting unhealthy behavior or communication
- Avoiding the situation and hanging onto negative emotions regarding your spouse
- About forgetting the offense

OLYGEN Seminar

Forgiveness is NOT

3 MINUTES Cover key points on what forgiveness is NOT

i Advance to the Forgiveness is NOT:

Slide and talk through each bullet point. Be open to questions.

Personal stories can help normalize the difficulty that forgiveness brings. Consider being vulnerable for the purpose of helping your couples engage.

Forgiveness IS:

- A decision, NOT an emotion
- A choice to let go of negative emotions
- Not necessarily a one-time event
- Not always granted based on being asked for it

OLYGEN Seminar

Forgiveness IS

3 MINUTES Cover key points on what forgiveness IS

i Advance to the Forgiveness IS:

Slide and talk through each bullet point. Be open to questions.

Forgiveness IS:

- A choice to release your partner from any debt you feel he/she "owes" you because of the offence
- Taking responsibility for your own actions (including your own response of bitterness and un-forgiveness toward the one who hurt or betrayed you)
- About offering to someone else what you would hope for in the same circumstance

OLYGEN Seminar

Facilitator Notes:

Two Approaches to Forgiveness

5 MINUTES Reveals two different ways to handle forgiveness

i Advance to the Two Approaches to Forgiveness slide

Script:

Many times when we think about forgiveness we don't know how to get started. Do we bring every little annoyance up and go through a formal discussion leading to forgiveness? Or is forgiveness needed only for big issues?

There are two approaches to take regarding forgiveness. Both require forgiveness to take place within your own heart, but one stays internal the other moves from internal forgiveness to external by addressing the inciting incident. These concepts are known as "Forgive and Let Go" and "Forgive and Address."

To forgive and let go is a decision to forgive when your partner has done/is doing something that negatively impacts you but you can live with. For example, your spouse leaves their socks on the floor at the foot of the bed. You have asked them not to and have explained that it frustrates you but the socks still end up on the floor. Can you live with that? Can you trust your partner's heart... that they are not intentionally trying to frustrate you? Forgive and Forget requires that you believe the best about your partner and learn to live with the offense. Forgive and address is just that. If hurtful ongoing behavior, or even a one-time occurrence, has created damage to



the relationship, in order to move forward the negative behavior needs to be addressed. This approach requires a confrontation, which can be challenging especially for personalities that avoid conflict at all costs.

Okay. So, we know that forgiveness is a choice, what it is and what it isn't, and why it matters...but HOW do we forgive and find healing for our relationship? In your Participant Guides, we've included steps that can be followed when you are the one that has been hurt or when you need to ask for forgiveness. It is important to remember that forgiveness is a process. It is not a one-time event. These steps may need to be repeated often depending on the offense. For those that have been hurt, you will want to turn in your participant guide to page 85 and follow the steps outlined. For those that need to ask for forgiveness, you will want to turn to page 87.

The steps to forgiving when you've been hurt are valid regardless of the offense. However, there may be some issues that require additional support. A professional counselor or other third-party mediation may be necessary to deal with forgiveness issues pertaining to infidelity, physical or emotional abuse, extreme neglect, substance abuse issues, etc. Forgiveness is a process and takes time for the roots to anchor in. Help couples adapt a process mindset to help manage expectations.

BREAKOUT No Elephants Allowed

25 MINUTES Transition to the BREAKOUT and ACTION PLAN for Couples



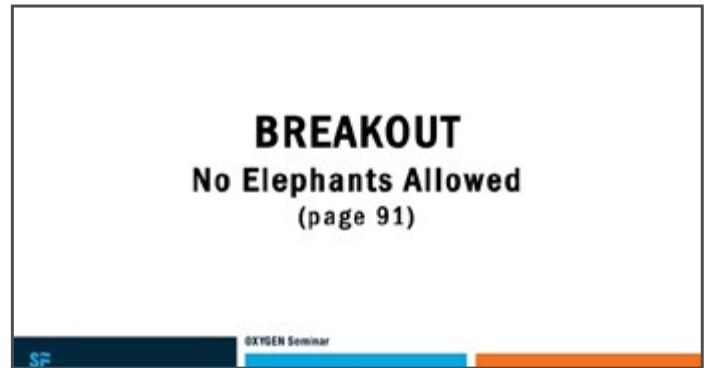
Advance to the BREAKOUT slide

You can allow the couples to read and follow the instructions themselves or provide more guidance and walk them through the process.

The ACTION PLAN slide is next. Release the couples to finish both the BREAKOUT and ACTION PLAN at the same time.

Have them spread out, take a walk, and get alone with each other for privacy. Allow about 25 minutes.

ACTION PLAN Asking for & Extending Forgiveness



Facilitator Notes:

OXY-Survey

5 MINUTES Collects important data and feedback points



Advance to the Post Event Survey slide



Script:

Welcome back... I know that for some of you the last segment may have brought up some emotionally intense issues. Well done! You have leaned in and addressed those issues and can begin the process of moving forward.

Before we continue, it's important that we pause and get some feedback from you. Take out your phone and open your Internet browser and type in the bit.ly link you see on the screen. It's important that you do not type it



into a search engine; you must type the bit.ly link into your browser for it to work. You can fill it out anonymously and please leave honest feedback to help us improve.

I'll give you a few minutes to complete the survey and we will finish our last session together.

Facilitator Notes:

SESSION 8

The final step is to bring all of the tools together to build a plan for the future. Without a framework to make incremental (or major) changes to better support the relationship, it can be hard to get started. Here are some helpful points to get couples going as they exit the seminar.



Your Relationship Game Plan

5 MINUTES Transition to Session 8

i Advance to Session Eight title slide

Script:

We have covered a lot of material over our time together. You've seen how your differences aren't wrong, they're just different. Your personalities, emotional needs, families of origin, love languages, all play in to how your relationship can be both a challenge and a sweet and balanced union. Going forward, it will be important to have a plan. Be intentional with how you put these tools to work day to day. It would be a huge waste of time to go home and let everything you've learned sit on the shelf gathering dust.

This final session is all about creating a game plan with your partner. There are multiple BREAKOUTS to help you map out a way to put your newfound skills to work after this event.

This final session usually is the most difficult for facilitators. You will be running behind on time due to the sheer amount of content you've covered with the group. Couples will feel the pressure to go and pick up their kids or the need to go and pack up their bags (for those doing a retreat), but this final session is IMPORTANT. Make sure you don't gloss over the final breakouts and action plans included in this session. If you have to modify which breakouts and action plans get priority, you'll want couples to focus on the Your Plan and Support System activities.

BREAKOUT Creating Healthy Communication

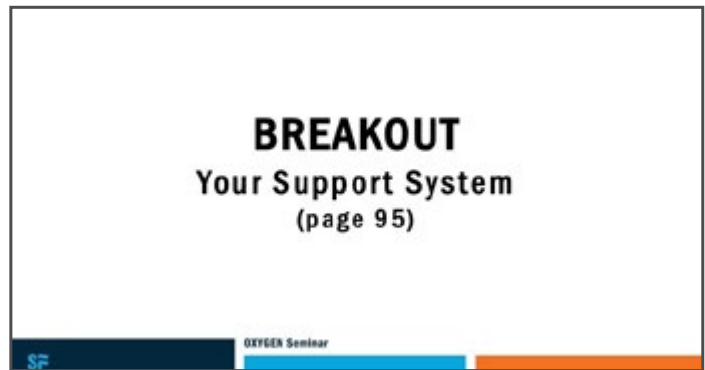
15 MINUTES Transition to the BREAKOUT for
Couples

i Advance through the BREAKOUT slides of
Session Eight.

Explore the instructions together with your audience
giving examples to help light their way.

i Advance to the OXYEGN Seminar slide
and share you concluding remarks

Facilitator Notes:



WHAT YOUR PREMIUM MEMBERSHIP INCLUDES

7-Day Love Challenge: Just a few minutes each day will spark greater intimacy for your relationship – growing into a stronger connection by day seven!

Date Night Ideas: Get creative with date night plans delivered right to your email inbox. All the work is done for you – so you can just go and have fun together!

Love Styles: Weekly ideas delivered right via email to inspire deeper ways to communicate with your partner – speaking his/her Love Language!

Mastereries: Count on better equipping yourself with powerful tools to tackle those relationship areas of need. Watch for an amazing transformation as these tactics become habit!

OXYGEN Show: Explore a huge collection of compelling video conversations with the best-of-the-best relationship experts – featuring easily applied concepts that will transform your trouble spots.

LoveNotes: These eBooks compile expert advice to inspire growth in your relationship's specific area of need. They're handy quick-reads to jump-start transformation in your relationship.

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Resources

5 MINUTES Transition to the Resources Slide

 Advance to the Resources

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Contact Info

 Display contact information for follow-up

Leave up at the end of session

OXYGEN Seminar

Thank you for attending!

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