

When is a Difficult Person not a Difficult Person?*

- When I perceive the “difficult person” to be “like me.”
- When someone else deals with the difficult person who does not find the person difficult.
- When the person gets his or her way.
- When the person is not feeling threatened.
- When the person agrees with me, or listens to me.
- When it is useful for me for the person to be difficult (with someone else).
- The person may not seem to be difficult to himself or herself.
- When other people are around, and constrain the difficult person.
- When we are alone together and the person relaxes.
- When the issues are depersonalized.
- When we both can laugh.
- When the person recognizes superior power, and calms down.
- When the person is effectively sanctioned.
- When we all are focused on a common goal, and immersed in the work.
- When the person is well-prepared.
- When I am not in the person’s way.
- When the person is appreciated/recognized.
- When the person recovers from illness or from being afraid, or anxious.
- When I see it’s just the person’s outward style, and learn to like and trust the person.
- When the stress is off both of us, and “the time is right.”

* You probably cannot change another person but these ideas may bring inspiration.