

Practicing the And Stance (inspired by William Ury)

Rephrase each of the following prompts to use "and," not "but" without changing the fundamental message.

1. The first five pages are very good, but your organization and argument deteriorate after that.
2. I'd like to be able to grant your request for a day off, but we will be short-staffed that day already.
3. That sounds like a fascinating story, but I just don't have time to listen.
4. This really shouldn't be turned into a legal situation, but we don't have a good solution yet.
5. I really thought it was going to be a terrible night, but it was actually quite nice.
6. This section is fine, but the rest needs to be reworked.

7. I'm very supportive of your candidacy, but I don't think I will be able to write a letter for you.

8. I did agree you could start looking at conferences, but not that many.

9. I have had terrible experiences with him in the past, but it sounds like a great opportunity for you.

10. This isn't very good, but this part could be interesting.

11. I cannot agree with you, but you make a good point.

12. I appreciate your interest in the position but you don't meet our minimum requirements.

13. Thank you for your interest in my work, but I'm unable to accept your invitation.