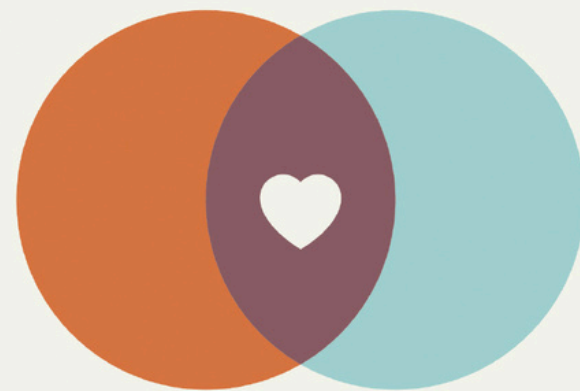


Turning Frustration and Disunity
into Closeness and Commitment

THE MERGE *for* MARRIAGE



KARI TRENT STAGEBERG

FOCUS ON THE FAMILY®

WELCOME TO:

Making The Merge: Helping Clients Move Past Relational Differences & Create Strong, Joyful, & Lasting Connection

KARI TRENT STAGEBERG, MBA



So Who Am I?

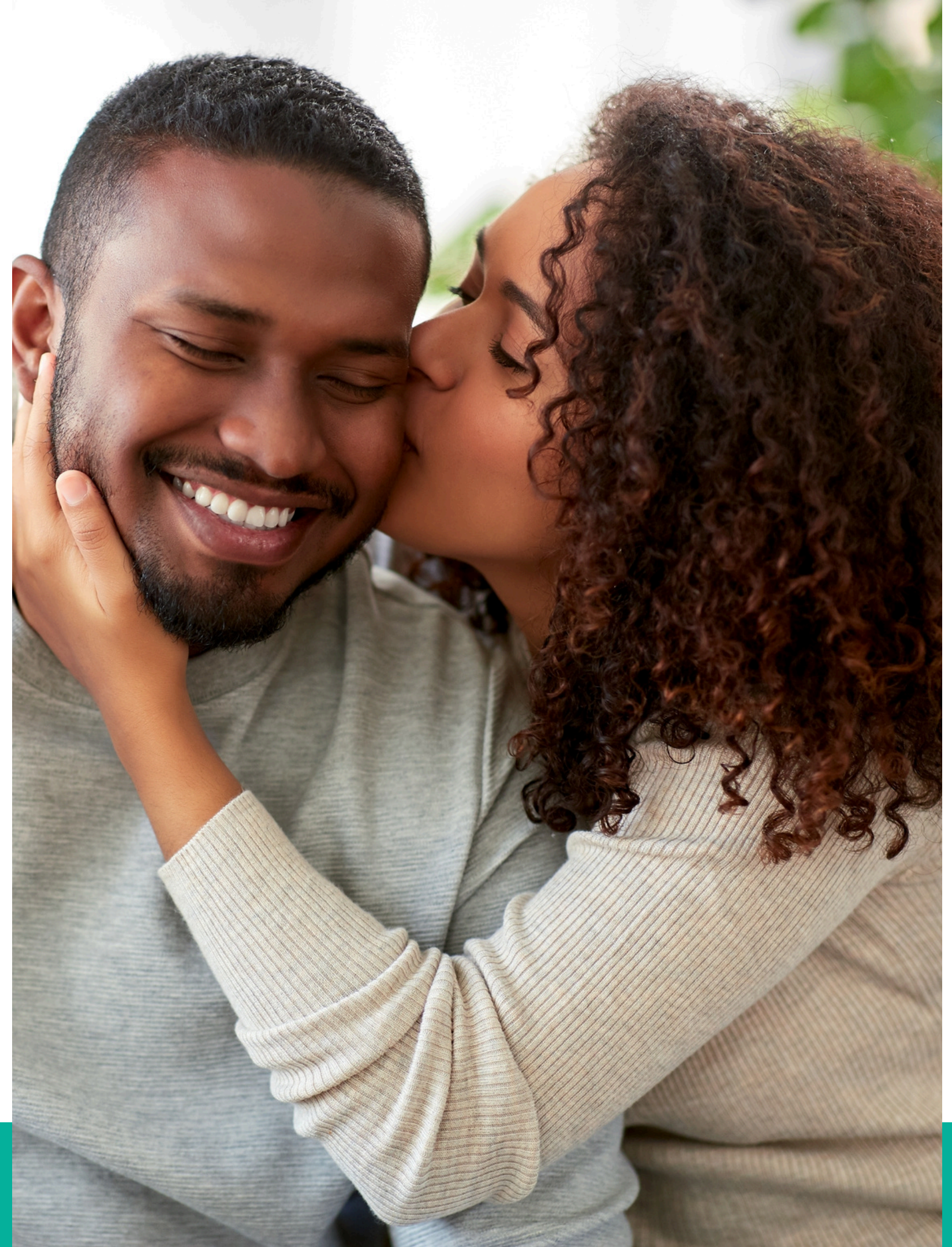
KARI TRENT STAGEBERG, MBA

- Wife, Mom
- “Popcorn is a real meal” believer
- Author, Speaker, Coach



**AS A COACH, WE CAN HELP
COUPLES, FAMILIES, FRIENDS & TEAMS**

Make The Merge



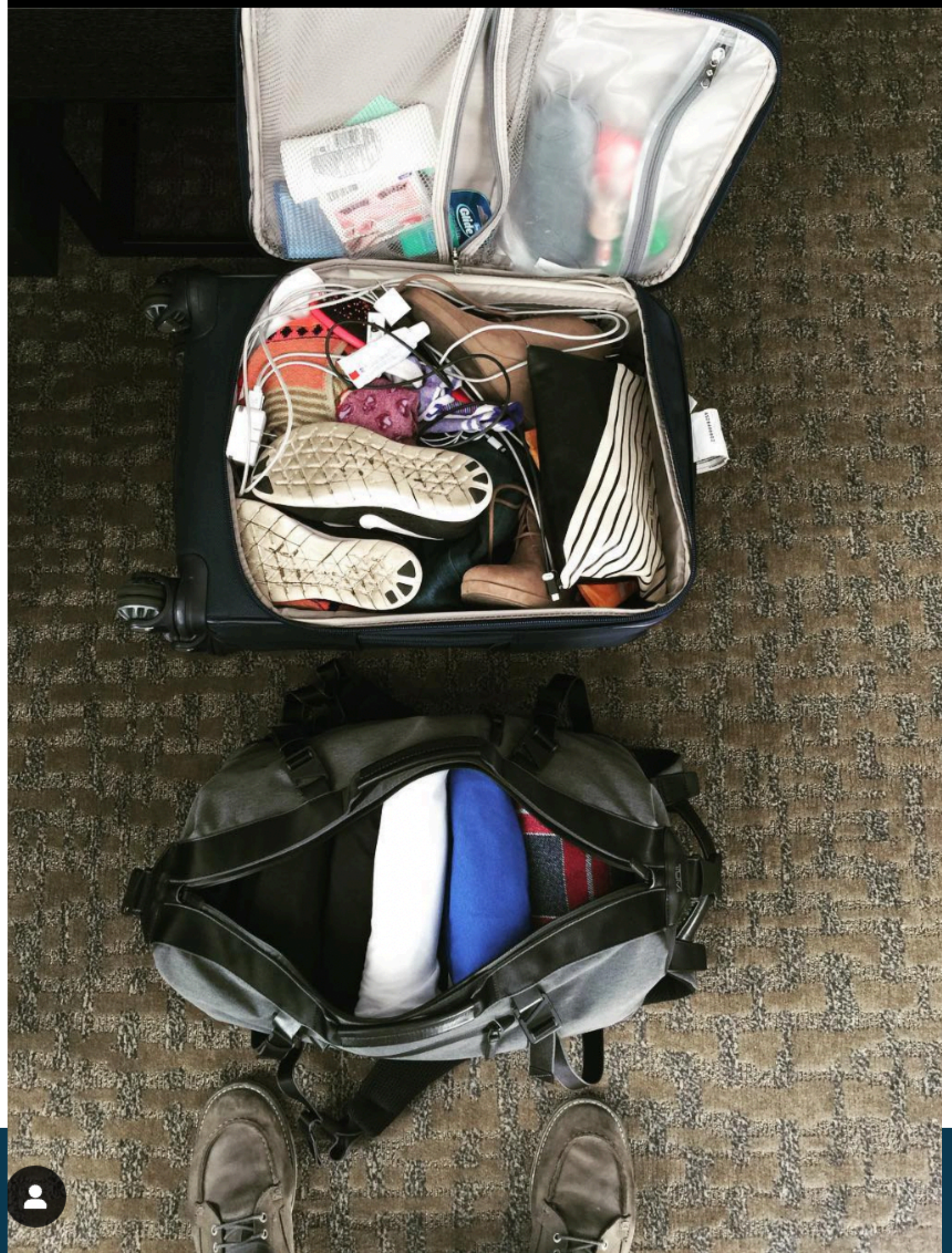
What in the World is The Merge?

**AND HOW CAN IT KEEP US FROM CONNECTING WITH AND VALUING
OUR SPOUSE OR TEAM?**

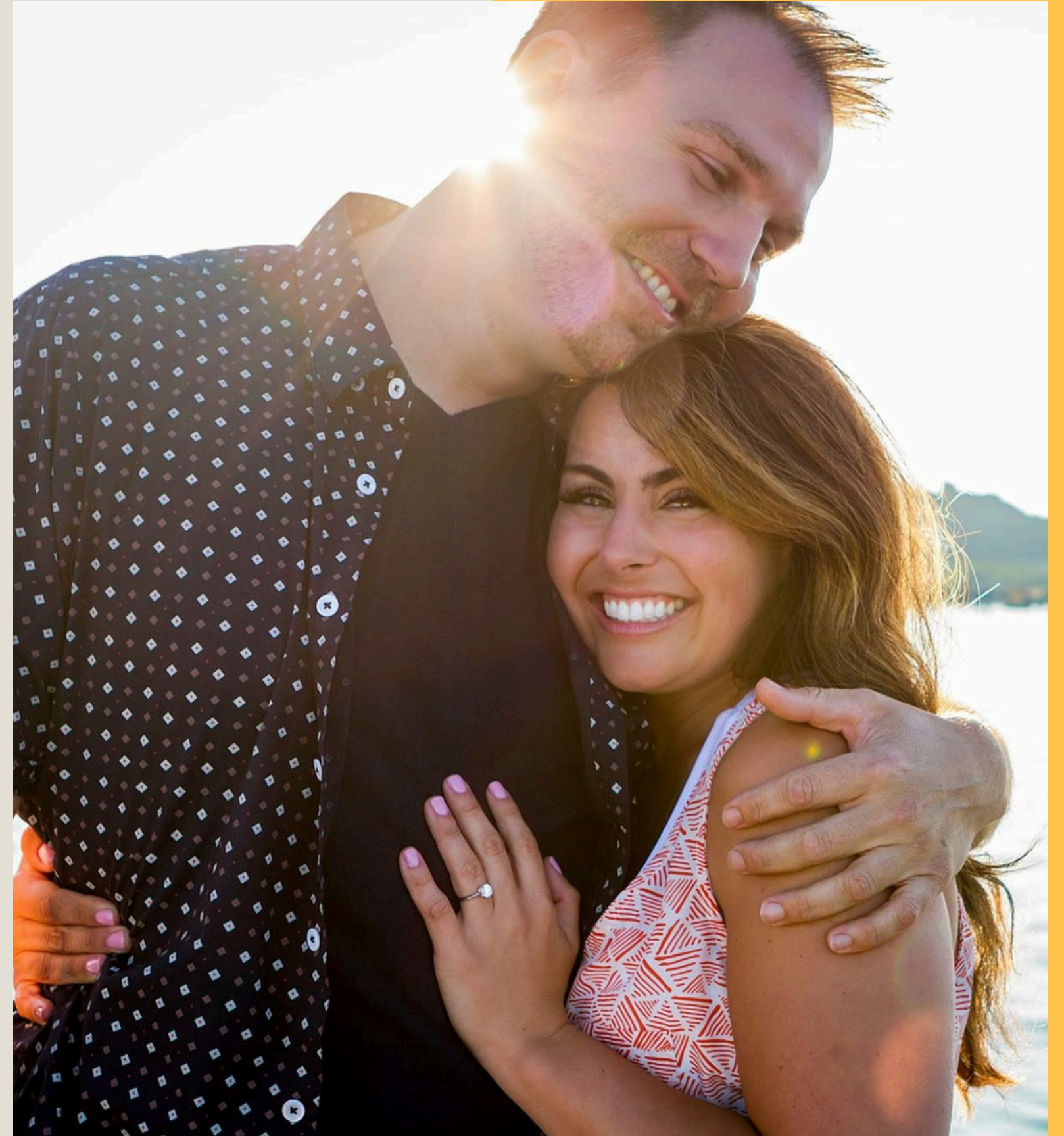


It all started with
a headlamp...

THEN IT SEEMED
to GROW...



Until some dear
friends gave us
some help...



The Merge is...

**THAT MOMENT IN A MARRIAGE OR RELATIONSHIP WHEN IT
BECOMES CLEAR THAT OUR DIFFERENCES ARE THREATENING TO
DRIVE US APART.**




You now face a choice,
navigate the Merge and grow
closer together. Or allow it
to tear you apart, or slowly
“drift away”...



The sad reality is many couples – and many teams don't make the Merge...

Including our friends.

The background features a soft-focus image of tall, golden-brown grasses against a light sky. A dark blue geometric shape, consisting of a horizontal bar at the top and a larger block on the right, is overlaid on the image. A white rectangular box is centered on the left side of the image, containing the text.

So how can we help couples and
teams make the Merge?



IF THERE IS ABUSE OR ADDICTION...

This isn't the time for them to
Merge.

Refer to a specialist.



1

Give it a Name





“For now I have chosen and
consecrated this house that
my name may be there
forever. My eyes and heart
will be there for all time.

–2 Chronicles 7:16



When you name a challenge you are facing – it makes **the problem** the target... and puts you on the same team

NOW THEY HAVE A COMMON ENEMY...

And it isn't their spouse,
or their teammate

IT'S NOT YOU....
IT'S THE
MERGE



2



Stop the Mergenado

A Mergenado is

**A CYCLE THAT A COUPLE OR TEAM FINDS THEMSELVES IN AGAIN
AND AGAIN. THEY CAN'T SEEM TO FIND A WAY TO STOP
SPINNING. EVEN THOUGH IT'S CREATING DESTRUCTION IN THEIR
RELATIONSHIP EACH TIME IT APPEARS.**



Just like the
dishwasher...

The root cause of
the Mergenado
isn't usually the
“issue” it's a cry
for connection.

Or a need to be
understood,
heard, and
validated.



How to Stop The Mergenado

How Does
It Start?

1

That eye roll, comment,
emotion.

ie. me being defensive

How to Stop The Mergenado

How Does
It Start?



That eye roll, comment,
emotion.

ie. me being defensive

Find the
“Need”



What is the deeper need
each person is asking for.

ie. me: fear / security
joey: didn't feel safe

How to Stop The Mergenado

How Does
It Start?



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Walk Through
The Cycle



What are the steps that
happen when things start
spinning?

ie. I'd get defensive, Joey
would feel attacked and back
away, so I'd push harder

How to Stop The Mergenado

How Does
It Start?

1

That eye roll, comment,
emotion.

ie. me being defensive

Find the
“Need”

2

What is the deeper need
each person is asking for.

ie. me: fear / security
joey: didn't feel safe

Walk Through
The Cycle

3

What are the steps that
happen when things start
spinning?

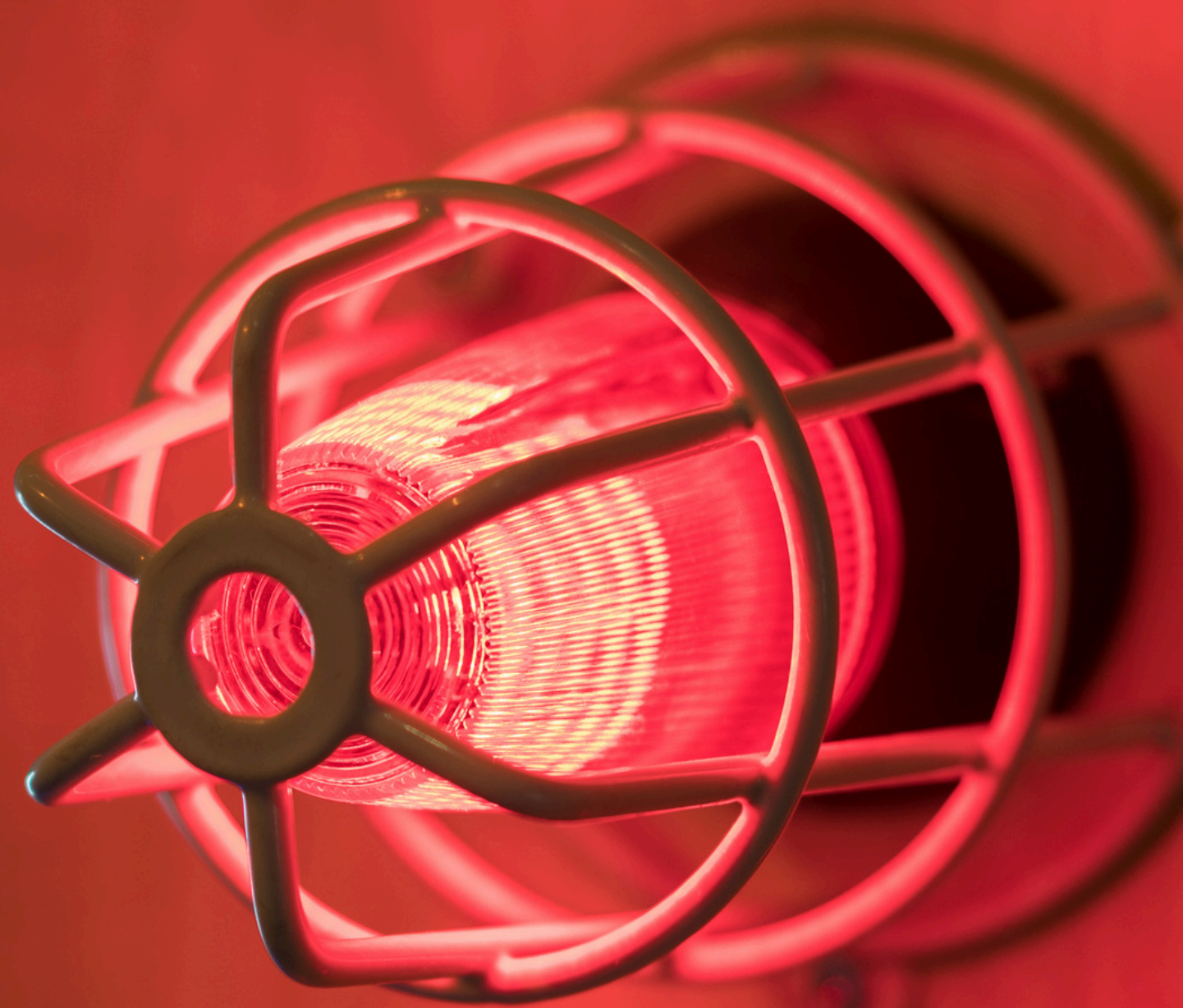
ie. I'd get defensive, Joey
would feel attacked and back
away, so I'd push harder

How Does
It End?

4

How does it end?
Someone walks out?
Tears?

ie. Joey would just
silently unload the
dishwasher



THEN HELP THEM

Install an Early Warning System



Double Trouble...

JOEY MADE THE CHOICE TO SAY

“I’m not going anywhere, and if you start to feel like Double Trouble is showing up, let me know so I can reassure you. I do need to talk to you, but this is something small that we can figure out together.”



3



Make Mountains Shrink

A person wearing a yellow jacket and a blue beanie is seen from behind, looking out over a vast mountain valley. The valley is filled with dense evergreen forests, and the surrounding mountains are rugged and partially covered in snow. The person is standing on a rocky, uneven terrain.

THE HIGH HILL STUDY

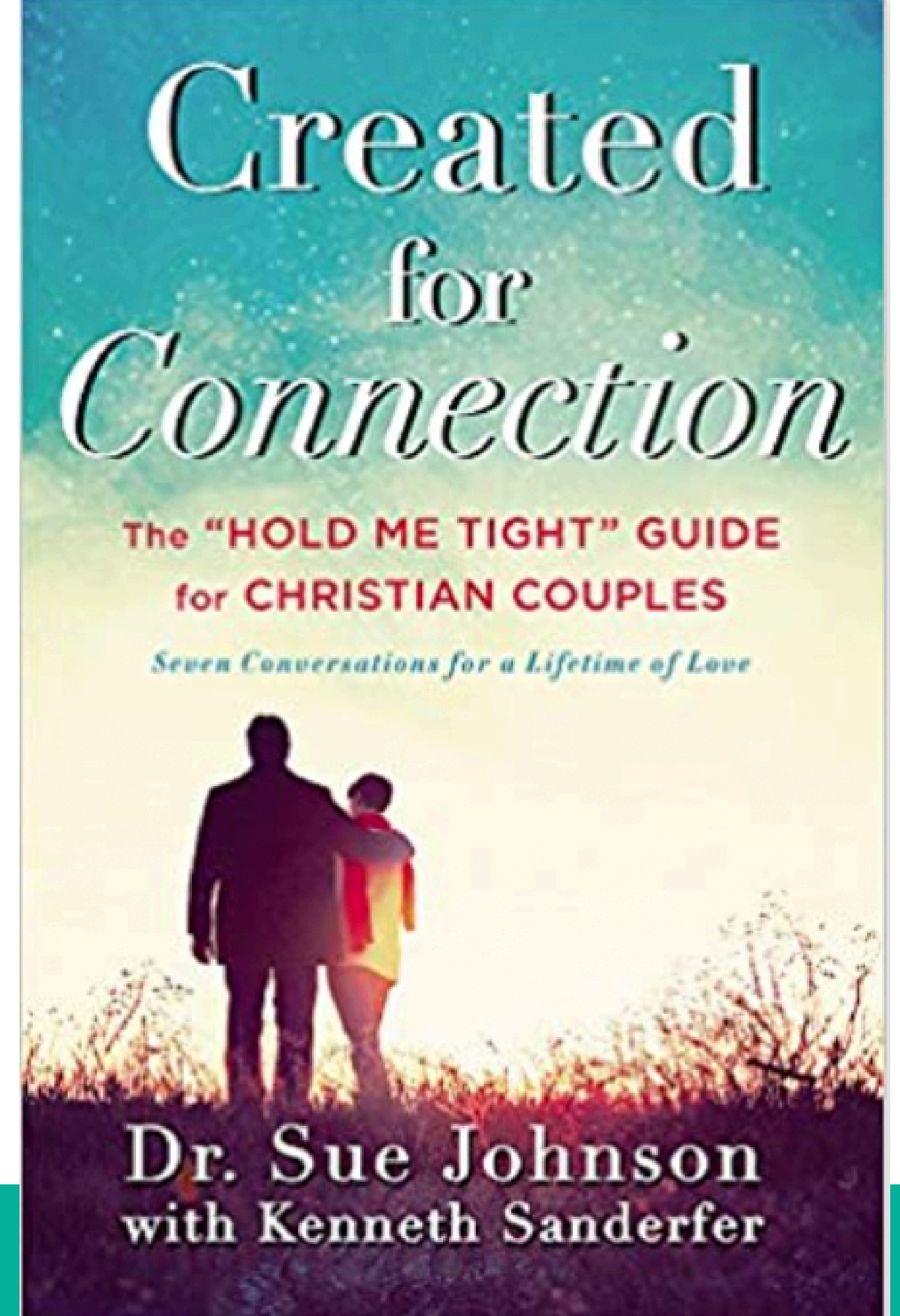
- UVA
- Plymouth College in England



But how do we
actually do that?

ONE WAY IS TO HELP THEM

Understand Attachment



3 Attachment Questions

Are You Really
There For Me?



When I reach out, will you
reach back?

Do You
Value Me?



Am I enough?

Can I Depend
On You?



Will you be there when
things get tough?

Dr. Sue Johnson, Hold Me Tight



COACHES CORNER

What is one way we can we be a high-hill person for our spouse or our team?



4



Merge at the Speed of Joy



Where were you
when you were 10
years old?



WHO WAS SOMEONE
that you just knew was crazy about
you?

BUT LET'S BE HONEST

That can be hard to do...





Anger
Hurt
Distrust

**OR A BIG
CHALLENGE**







Actions dictate
feelings... not the
reverse



COACHES CORNER

What is one small way you can add joy to your marriage, team, or relationships?



5



Spotlight their Spouse's or
Team Mates Strengths



THE MERGE

Can keep us from
valuing other's
strengths





Are we saying, “I
see your
strengths, but I
really don’t value
them?”

99



“But now God has placed
the members, each one of
them, in the body just as he
desired...”

1 COR. 12



LION



OTTER





GOLDEN RETRIEVER



BEAVER





ICCI STRENGTHS COURSE

- 10 hours
- Powerful Sessions
- Practice Examples
- Everything today and more
- Details, help, and support
- PLUS access to the Connect Assessment & How it can help you coach your clients



3 Ways to Value Others Strengths

THEIR STRENGTHS CAN HELP YOU

Solve Problems





Infielders

- Step towards problems
- Make quick decisions





Outfielders

- Step away or to the side
- Need time to process, and gather information

THEIR STRENGTHS CAN HELP YOU

Process New People and Information





Nearsighted

- Can see where things are now
- Problems that can keep us from reaching goals ahead
- Discerning and wanting to trust and verify the situation or person



Farsighted

- Can see what could be
- Possibilities and ideas
- Trusting and optimistic

THEIR STRENGTHS CAN HELP YOU
Make Better Decisions





Speed Up

- Not afraid to make a decision
- Can decide quickly



Slow Down

- Need time to process
- Consider how the decision will impact others

6



Unite the Knot and Repair



Strong marriages
and strong teams,
and strong
relationships
REPAIR.

IF YOUR ROPE HAS A...

splice = 5-10%

knot = 50%





FORGIVENESS

luo = untie the knot



“I do not say to you seven times, but seventy-seven times.”

–Matthew 18:21–22



TRY TO ASK...

Have you forgiven
them?

Have you forgiven
yourself?

Have you forgiven
God?



How do we REPAIR?

How to Repair

Share



How did it make
you feel

How to Repair

Share

Acknowledge



How did it make
you feel



Acknowledge their
feelings

How to Repair

Share

Acknowledge

Switch



How did it make
you feel



Acknowledge their
feelings



Switch roles and
repeat 1 and 2

How to Repair

Share

Acknowledge

Switch

Reaffirm



How did it make
you feel



Acknowledge their
feelings



Switch roles and
repeat 1 and 2



Those 3 attachment
questions

How to Repair

Share

Acknowledge

Switch

Reaffirm

Change



How did it make
you feel



Acknowledge their
feelings



Switch roles and
repeat 1 and 2



Those 3 attachment
questions



Put steps in place
to change

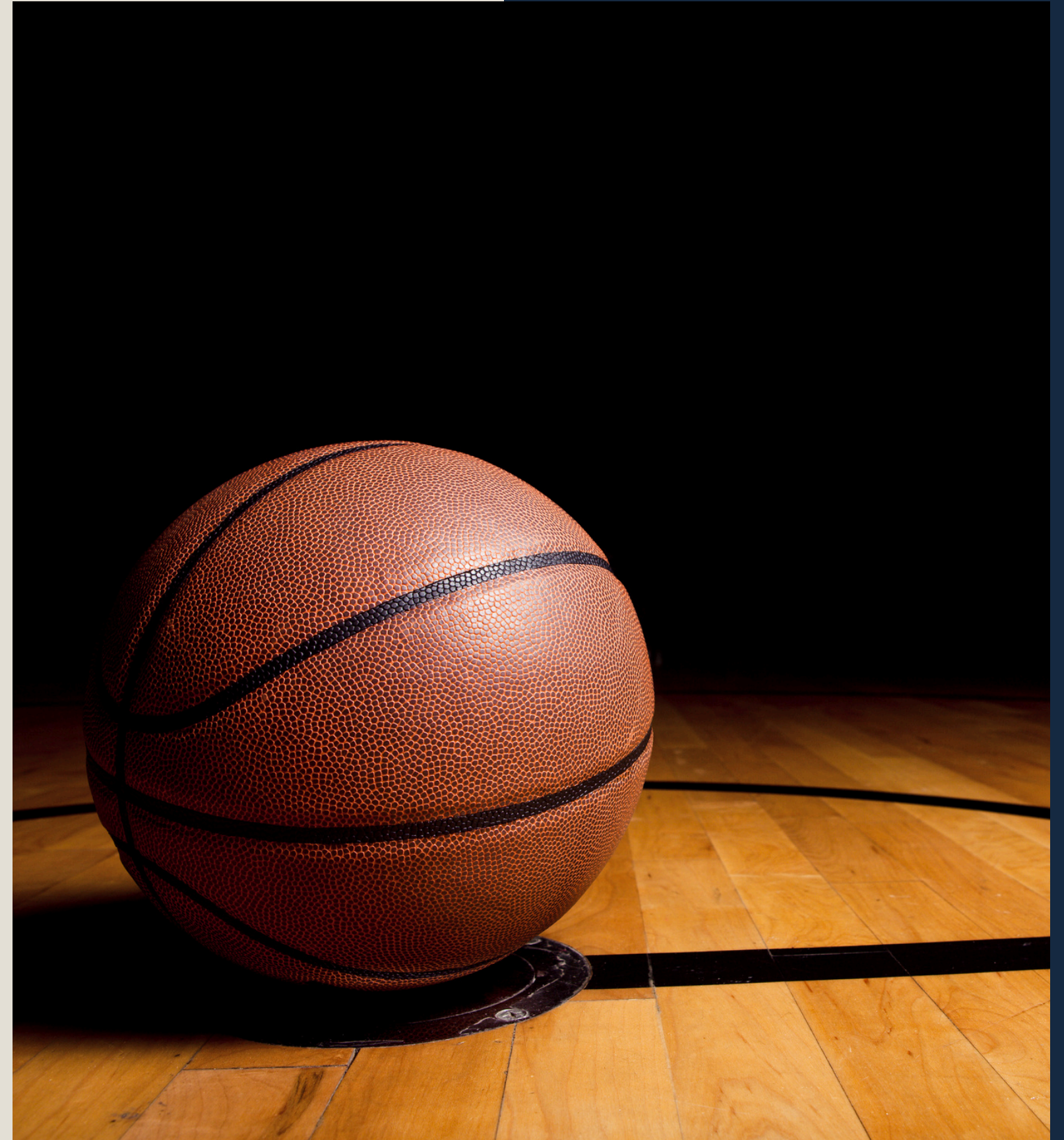


Be A.R.E

Available
Responsive
Engaged

**RESEARCHERS AT THE
UNIVERSITY OF CALIFORNIA
BERKELEY**

Is there a
connection
between physical
touch and
performance?





The best NBA teams at the end of the season were the ones that were always getting into tight huddles, high-fiving, and chest-bumping. They played like they trusted each other. They consistently found the best shots on offense, helped each other on defense, talked more and of course, won more games.

Conversely, the worst teams in the NBA barely touched and had terrible body language. As a result they consistently made selfish, inefficient plays, and their record showed it.,



Questions?



STAY CONNECTED

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