

## MEDIATE THIS !

## CONSIDERING A CONSTRUCTIVE FEEDBACK SOLUTION

BY STEVEN P. DINKIN

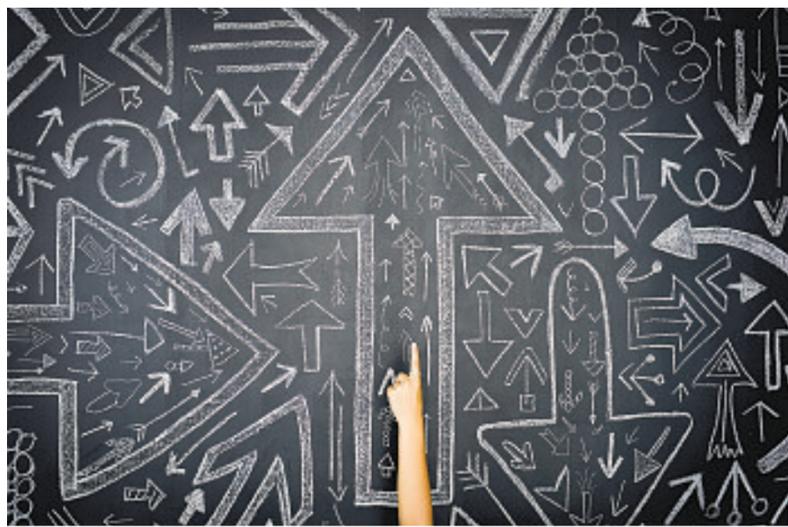
## Dear Mediator,

I have been with my boyfriend for five years. I love him very much and am happy with almost every aspect of our relationship, except for his lack of organization. He is consistently disorganized when it comes to handling myriad important things. This negatively impacts me because I am always forced to make up for his lack of planning. He doesn't think his choices affect me the way that they do. How do I tell him to get it together?

*Irked in Paradise Hills*

## Dear Irked,

Relationships are often where we first learn how difficult it can be to simply be attached to another person. Of course there are the positive aspects that initially draw us in, but it's when the not-so-positive things come up that our relationships are truly tested. Like everything else in life, relationships are about balance, a give and take of sorts, and ultimately, we'd like our re-



GETTY IMAGES

**This week's questioner seeks solutions for bringing an orderly approach to her boyfriend's disorganized decision-making.**

lationships to be something that enrich our lives, not stress us out.

In your situation, you have feedback about your boyfriend's lack of organization and how the resulting chaos is affecting you. In a perfect world, you

could give him that feedback and he would take it as an important piece of information that he would use to change his ways. Unfortunately, when it comes to giving feedback in real life, a strong emotional reaction is the most typical

response.

At the National Conflict Resolution Center, we see a lot of conflicts resulting from giving critical feedback. Often, these conflicts happen in the workplace between managers or supervisors and their employ-

ees. Some of the lessons we have learned in the workplace are applicable to your own personal circumstances.

When we are exasperated with our partners' behavior, our natural response can lead to the use of harsh language or emotionally fueled statements to express our displeasure. Expressing ourselves this way can, in turn, make our partners feel attacked, ultimately blocking any true communication from happening. Drawing from our "constructive feedback solution" playbook, there is a set of techniques we often give to managers that can help you give feedback to your boyfriend in a productive way.

First, use empathy as a lens for viewing the conflict. Try to see things as your boyfriend does. Understand that this is an issue he struggles with and empathize with the fact that it is difficult for anyone to change his or her ways. Second, acknowledge that your boyfriend may feel attacked, judged or chastised. Acknowledging

these feelings can prevent defensive behavior because your boyfriend will know you are aware of his feelings and are doing your best to understand his situation, not attack him. Finally, be aware of the tone of your voice and your body language. Make sure that your tone is not hostile and that your body language does not convey negativity.

Working through the peaks and valleys of a relationship requires strength and patience. At times, it can feel like our words have consistently fallen on deaf ears. Never underestimate the power of how feedback given in the right way, at the right time, can change things for the better.

Steven P. Dinkin is a professional mediator who has served as president of the San Diego-based National Conflict Resolution Center since 2003. Do you have a conflict that needs a resolution? Share your story with The Mediator via email at [mediatethis@ncrconline.com](mailto:mediatethis@ncrconline.com) or as an online submission by visiting [www.ncrconline.com/MediateThis](http://www.ncrconline.com/MediateThis). All submissions will be kept anonymous.

## NOTEBOOKS

From Union-Tribune reporting staff

SAN DIEGO ZOO: BRADLEY J. FIKES

## Safari Park will showcase vultures

The one thing most people know about vultures is that they eat dead animals. What they don't know is that vultures are devoted mates and very good parents. Their dietary habits purify the environment by removing sources of disease.

The U-T will tell the story of vultures in an article to run over Labor Day weekend. To learn more about these under-appreciated species in person, you can visit the San Diego Zoo Safari Park during Vulture Awareness Weekend, from Aug. 31 to Sept. 2.

Vultures are found on all continents except Antarctica and Australia. They're a diverse collection of species, united by their dietary habits. But even then, there's variety. For example, the palm-nut vulture is an omnivore, and considered intermediate between other vultures and fishing eagles.

Egyptian vultures use rocks as tools to crack open tough ostrich eggs — a rare example of a tool-using bird. And locally, we have the California condor, which came close to extinction but has rebounded in large part due to the zoo's conservation efforts.

Here's a schedule of events for Vulture Awareness Weekend:

- 10 a.m. to 4 p.m.: Interactive booths (Condor Ridge)



HOWARD LIPIN U-T

**An Egyptian vulture at the San Diego Zoo Safari Park.**

- 10:30 a.m.: California condor Keeper Talk (Condor Ridge)
- 11:30 a.m.: Palm nut vulture feeding (Safari Base Camp)
- 12:30 p.m.: Vulture Keeper Talk (African Woods)
- 1:30 p.m.: Large vultures Keeper Talk (African Outpost)
- 3 p.m.: Condor Keeper Talk (Condor Ridge)

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EDUCATION: GARY ROBBINS

## SDSU student debt up, UCSD's down

The average student loan debt sharply increased last year at San Diego State University but declined at UC San Diego, according to a new nationwide debt analysis by LendEDU, a New Jersey company that markets a variety of loan and credit card products.

Student debt also dropped at Point Loma Nazarene University, but rose at the University of San Diego and Cal State San Marcos.

The LendEDU study examines the debt load of the Class of 2018 and shows how the figures changed over the previous year.

Here is a closer look at San Diego County's five major, traditional public and private universities.

## UC San Diego

Average student loan debt per borrower: \$21,061. The figure is 1.75 percent lower than the previous year.

## San Diego State University

Average student loan debt per borrower: \$21,327. The figure is 7.94 percent higher than the previous year.

## Cal State San Marcos

Average student loan debt per borrower: \$24,304. The figure is 2.35 percent higher than the previous year.

## University of San Diego

Average student loan debt per borrower: \$31,264. The figure is 1.31 percent higher than the previous year.

## Point Loma Nazarene University

Average student loan debt per borrower: \$34,653. The figure is 2.20 percent lower than the previous year.

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THE READERS' REPRESENTATIVE: ADRIAN VORE

## Consent policy on pictures of minors

North County reporter Laura Groch received an email last week from a woman inquiring about Union-Tribune policy on publishing pictures of minors.

The woman said she was meeting with board members of her women's club, and they wanted clarity on the policy for their publicity. Does the Union-Tribune need to get permission to publish a photo of a minor? she asked. Is there a verbal or written requirement for the group to obtain permission?

Those are good queries. Permission to publish pictures of minors falls on the organizers of an event. The most common example of this involving minors would be pictures at a school. A reporter visits the school for some kind of education story, and the photographer is in the classroom taking pictures of the kids in action.

At the start of the academic year, one of the forms public schools give parents is a media consent one. Photographers trust that the school will screen out the children whose parents did not give permission. The same would be true of other events, such as a Boy or Girl Scout happening, or an event at the women's club.

Nevertheless, photographers will routinely confirm that everyone has been approved for pictures, said U-T photo editor Alma Cesena.

If a group submits a picture to the U-T, it is assumed the group has cleared permission for children's images to appear in print and online.

News photographers do not need permission for images — of children or adults — taken in public during the course of news gathering, however.

## New reporter added for San Diego coverage

Readers might have noticed a new byline from the Union-Tribune's news staff.

Andrea Lopez-Villafana joined the team this month. Her beat is city of San Diego communities.

The U-T has a San Diego City Hall reporter in David Garrick, but it has not had a reporter dedicated to covering the city's communities, such as Hillcrest or City Heights.

Before coming to the U-T, Lopez-Villafana was a staff reporter for San Diego CityBeat.

She is originally from Guadalajara but grew up in Riverside. She graduated from SDSU in 2017 with a degree in journalism.

"I became interested in journalism when I was in high school," Lopez-Villafana said. "I



JOHN GIBBINS U-T

**Andrea Lopez-Villafana is covering communities in the city of San Diego.**

wrote for the school paper, and I loved holding our school accountable. I also loved sharing the stories of individuals in our school who were not often celebrated."

She has covered the fallout from the city's plan to remove street parking in favor of bike lanes. A story on the issue in North Park appeared on the front page Friday.

Readers can contact Lopez-Villafana to discuss stories or ideas at [andrea.lopez-villafana@sduuniontribune.com](mailto:andrea.lopez-villafana@sduuniontribune.com).

## Readers pleased with return to broadsheet

Several readers emailed Thursday to say they were pleased with the return of the broadsheet-size Local section that day instead of the tab-size.

The Local section on Thursdays switched to a tab in January 2017 because advertisers had expressed they preferred that size. Readers, however, felt differently. They liked the broadsheet. Readers were asked in this column last month which they preferred, and the broadsheet trounced the tab, 151-12.

"Very much prefer the traditional broadsheet format for Thursday's B section," Josh Allman of Pacific Beach wrote last week upon its return. "It's more dense with a better up-front overview of local stories. The tab format seems very 'lite' in comparison and I admit to usually feeling a bit disappointed when opening up the section."

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## FROM THE ARCHIVES

## PARIS WAS LIBERATED 75 YEARS AGO

Today marks the 75th anniversary of the Liberation of Paris after more than four years of occupation by Nazi Germany during the Second World War. On Aug. 25, 1944, the French 2nd Armored Division and the U.S. 4th Infantry Division advanced into the city.

*From the Tribune-Sun, Friday, August 25, 1944:*

## GEN. DE GAULLE IN PARIS; LYNCHERS PERIL NAZIS

**French, American Troops Force Fall of Capital; German Forces Surrender**

*By The Associated Press*

French and American troops today crashed through to the heart of Paris and the Free French radio reported that the German commander of the capital ordered his forces to cease firing and hoist the white flag. Gen. Charles de Gaulle was reported to have entered the city at 7 p.m., nine hours after the first French column drove into the streets and began battling the Germans and collaborationist militia. Captured German officers were led from the Hotel de Ville today and police had to keep the crowd from lynching them, Radio Paris said. Allied forces pressing a narrowing semicircle of steel about Paris sent a column storming into Versailles today.

## O.K.'d by Eisenhower

The liberation of Paris by Allied forces "is a fact," declared an NBC broadcast from

Gen. Dwight D. Eisenhower's headquarters.

Brig Gen. Jacques le Clerc entered the Orleans gate at 9:43 a.m., broadcasts from Paris said.

The bulk of the French general's divisions — 30,000 strong — was massed in the Pont de Sevres sector, in southwest Paris, and already had begun to march in, said one Allied broadcast.

## French Hymn Sung

In the courtyard of the Seine police prefecture, the Marseillaise was sung and soon the anthem was taken up in the streets, which were draped with flags of the United Nations.

The old revolutionary war cry of Parisians, "To the Barricades," was sounded in appeals to the populace to rally to the final fight, which was said to center at the Ecole Militaire, the Palais du Luxembourg and the district of Clichy, in north Paris.



## Patriots in Control

Lt. Gen. Joseph Pierre Koenig, commander of the French Forces of the Interior, announced at 6:02 p.m. that Le Clerc's tanks were operating in the very heart of Paris and that the Patriots were holding all the main official buildings and most of the highways.

Koenig said the Germans had barricaded themselves for a standoff fight in several places. He declared that first French armored patrols reached F.F.I. headquarters in the Hotel de Ville (city hall) just off the Rue de Rivoli at 10 o'clock last night and that the bulk of the French armored division entered Paris this morning.

The French Forces of the interior was ordered to hold positions "at any price" until relief arrived in strength.

Patriots battling in the northeast called for reinforcements and ammunition during the night, but "a great part of the capital has

been liberated," the F.F.I. broadcast.

## Yanks Move In

The broadcast said Le Clerc's first patrols — several Sherman tanks, two infantry sections and a section of engineers — entered the capital just before midnight.

American forces stationed at Bourg la Reine and Bagneux started moving into the city at 8:15 a.m.

Le Clerc gave a brief interview, but a spokesman at his headquarters said no details were known of any armistice in Paris. He said some sort of agreement apparently had been reached with the Germans, but it fell through.

Resistance forces yesterday, however, were in full control of such important suburban areas as Chatillon, Issy, on the southwest, and Bois de Boulogne.

## Nazis Retreating

The Germans, even with small forces, retreating from street to street, could inflict considerable casualties on the attacking force, as well as cause extensive damage to the city.

The French Morocco radio, however, said the "bulk of German armor is leaving Paris," and that the news of Le Clerc's arrival went around the capital "like wildfire."

The German high command, in its first mention of Paris in a communique, told of heavy fighting in the suburbs which, it said, had been reached in strength by Allied motorized forces.

HISTORICAL PHOTOS AND ARTICLES FROM THE SAN DIEGO UNION-TRIBUNE ARCHIVES ARE COMPILED BY MERRIE MONTEAGUDO. SEARCH THE U-T HISTORIC ARCHIVES AT [NEWSLIBRARY.COM/SITES/SDUB](http://NEWSLIBRARY.COM/SITES/SDUB).