



# Moving to the And Stance

*Rephrase each of the following prompts to use “and” instead of “but” without changing the fundamental meaning.*

1. The first five pages are very good, but your organization and argument deteriorate after that.
  - The first five pages are very good and if the rest of the paper matched its organization and argument, it would be a very strong paper.
  - The first five pages are very good and I’d like to work with you on ways to bring the rest of it up to that standard.
  - The first five pages are very good and let’s talk about ways to strengthen the organization and argument in the rest.
  
2. I’d like to be able to grant your request for a day off, but we will be short-staffed that day already.
  - The first five pages are very good and if the rest of the paper matched its organization and argument, it would be a very strong paper.
  - The first five pages are very good and I’d like to work with you on ways to bring the rest of it up to that standard.
  - The first five pages are very good and let’s talk about ways to strengthen the organization and argument in the rest.
  
3. That sounds like a fascinating story, but I just don’t have time to listen.
  - That sounds like a fascinating story and if I’ll be glad to listen tomorrow at 3, when I have more time to give you my full attention.
  - That sounds like a fascinating story and will be glad to have you document the portions that relate to my responsibilities here for consideration. It wouldn’t be appropriate for me to hear it otherwise.
  
4. This really shouldn’t be turned into a legal situation, but we don’t have a good solution yet.
  - This shouldn’t really turn into a legal situation and I hope we can work together to find a solution.
  
5. I’m very supportive of your candidacy, but I don’t think I will be able to write a letter for you.
  - I’m very supportive of your candidacy and you would do better to ask someone who knows your work better in the area of their particular interest.
  - I’m very supportive of your candidacy, and I’m not the right person to write for you as I do not have a strong relationship with (the addressee).
  - I’m very supportive of your candidacy and want to make sure that you know my letter will need to include your showing in my class.



6. I did agree you could start looking at conferences, but not that many.
  - I did agree you could start looking at conferences, and now let's refine your list to the two most important.
  - I did agree you could start looking at conferences and I'd like to see you focus in on one or two that will do the most for improving your work-related skills.
  - I did agree you could start looking at conferences and our policy is that our office pays for one conference a year for professional development. Which one looks best to you?
  
7. I have had terrible experiences with him in the past, but it sounds like a great opportunity for you.
  - I have had terrible experiences with him in the past and that might have been about our chemistry and wouldn't affect how things would go for you.
  
8. I cannot agree with you, but you make a good point.
  - I cannot agree with you and your good point is one that I'll keep thinking about.
  - I cannot agree with you and hope that we can keep talking, as your point is a good one
  
9. I appreciate your interest in the position but you don't meet our minimum requirements.
  - I appreciate your interest in the position and I hope you'll apply again when you there's a better match between the advertised minimum requirements and your experience.
  - I appreciate your interest in the position and wish that we were not restricted to the minimum requirements advertised. I hope you'll keep watching and apply again.
  - I appreciate your interest in the position and hope the application process has been educational for you, especially about the importance of watching the minimum requirements stated.
  
10. Thank you for your interest in my work, but I'm unable to accept your invitation.
  - Thank you for your interest in my work and I'm sorry I'm unable to accept your invitation.
  - Thank you for your interest in my work and I'm sorry the scheduling just won't work this year. I hope you'll ask again.
  - Thank you for your interest in my work and I hope your conference goes very well. I'm unable to accept your invitation this time around.