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environment and  
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inquiry process  
that puts the  
helper and the  
client on an  
equal footing,  
encouraging the  
client to open  
up and engage  
and giving the  
helper much  
better

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ineffective. As

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face more

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interdependent

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leadership must

become more

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order to insure

open trusting

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leadership that  
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for “here and  
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