

## **APPENDIX A**

### **HOW TO DEAL WITH “BLOW HARDS”**

#### **A. Understanding the Process**

1. Have “expert” views on every topic, whether they know anything about it or not
2. Usually demonstrate verbal fluency
3. Can be extremely convincing to the “uninitiated”
4. Speak with great authority about topics of which they have little knowledge
5. Rely on incomplete research for their strongly professed opinions
6. Not equivalent to “confidence wo/men” and liars
7. Overwhelming desire to be held in high esteem by others  
— need desperately to feel important vs. liked

8. Blend reality with “wish fulfillment” (sometimes unknowingly deceptive)
  
9. Blow Hard internal dialog:
  - a. *“I want others to think I’m important.”*
  
  - b. *“The idea that just popped into my head sounds believable.”*
  
  - c. *“It’s probably pretty close to being true.”*
  
  - d. *“If it’s that close to being true, why not assert it as a fact? It couldn’t hurt.” The person I’m talking to probably doesn’t have better information and will probably be impressed by how well informed I am about so many things.”*
  
  - e. *“Hmmm . . . I said it and no one corrected me . . . I guess it was true . . . Hey, I really am well-informed!”*

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## **B. Bargaining Strategies:**

1. **If it's no skin off your nose, give them the attention they're after, and regard them as a harmless sense of amusement**
  - If you see that their tendency is self-destructive, however, then this behavior is hardly amusing!
  
2. **Challenging their assertions, and substantiating your point of view with hard evidence is an easy way to decimate them**
  - But this is overly harsh and destructive where a relationship could otherwise be saved! Try a kinder approach first.
  
3. **Present your "version of the facts" as an alternate point of view (use softeners)**
  
4. **Don't try to prove them wrong, expose them as frauds or mortify them**
  - Give them a way to save face
  - Be prepared to ease any conversational awkwardness following your disclosure
  - If at all possible, handle these matters one-on-one, without an audience