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An amazingly simple technique for getting high-conflict people to stop blaming others, and instead join in finding solutions to problems.

"BIFF is a unique, proven way to communicate with difficult people. Using a BIFF (Brief, Informative, Friendly, Firm) response protects you and your reputation when responding to blame, personal attacks, and hostile email from people with high-conflict personalities. Easy to remember, but hard to do, so it takes practice. Over twenty examples of BIFF are included, plus a new chapter on coaching others to use BIFF. Bill Eddy is a lawyer, therapist, mediator, author, and president of High Conflict Institute. He developed the "high conflict personality" theory and has become an international expert on managing disputes involving high-conflict personalities and personality disorders"--