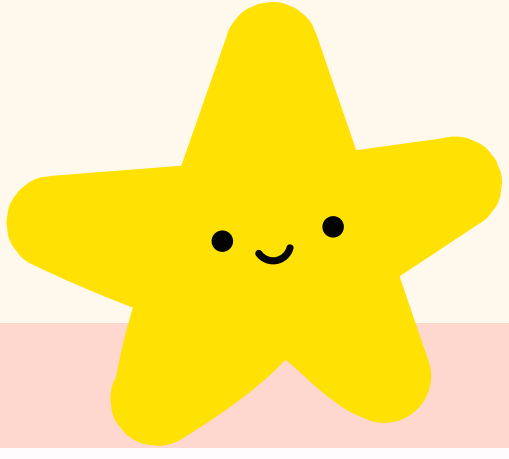


# TOP TIPS FOR COURAGEOUS CONVERSATIONS



## CONTEXT

Timing is really important

Find out as much information as possible ahead of the meeting so you can be prepared

Ensure you have had a break from previous work/meeting before entering this difficult conversation

Walk in the other person's shoes (the chair exercise) before the conversation

Think about what else might be going on, insecurity, sickness, tired, scared

If you're working on a project, get some clear written guidelines in place for all parties - and make sure they read them and agree! Save your email and text as drafts then reread half an hour later. Then you can send or edit

Breathe!

Understand sociometry and have cultural awareness

Acknowledge where you both are

Try to see if from their perspective - understand traumas and triggers

Understand the purpose of the conversation and why you're having it. Use that to frame your conversation

## INTENTION



Tend to the emotions first - yours and the other person.

It's okay to delay things if need be

Take time away in nature, keep yourself in harmony

Be clear about your tools for self preservation

Acknowledge how you're feeling before you go into a conversation

Practice and put yourself in the other person's shoes first

If you have it, take the time to think through the conversation prior to it taking place

Practice a difficult conversation first with someone else to work out what you want to say

Enter the conversation with the outcomes of the conversation being clear upfront

Be thoughtful ahead of having the conversation, frame how you and they may feel so you can attempt to preempt any hiccups.

As a prep for a conversation, consider where other person/people are at to help build some insights pre chat



## THE CONVERSATION



Remain assertive, if starting to feel aggressive or passive check in with yourself and manage this appropriately.

Speak hope - what is it you are hoping for?

Make it ok for everyone - mana-enhancing processes.

Effective listening

Find the common ground

Reflect on why you are feeling the way you feel, then reframe the conversation

Practice and put yourself in the other person's shoes first

Focus on being mana enhancing (for both yourself and the other person)

Check in with questioning. I statements

Try to keep away from "I" perspectives and look for joint achievable outcomes

Specify the change - it is doable

Stroke other person's ego

Not let the evil in your head win

Meet in a neutral place where you both feel comfortable

Breathe!

TOP TIPS COLLECTIVELY CREATED BY ATTENDEES OF THE INSPIRING COMMUNITIES  
COURAGEOUS CONVERSATIONS COMMUNITY BUILDING BLOCK WITH CISSY ROCK,  
ON THE 19TH OF MAY 2022. KIA ORA!