

POWERFUL QUESTIONS AND DIFFICULT CONVERSATIONS PRACTICE ROUNDS

PRACTICE #1: NON-WORK CHALLENGE

15 minutes

This practice focuses on non-work challenge, i.e. something with a kid, an aging parent, partner, friend, a community or faith org you're a part of, etc.

The practice is asking questions, starting with short lever and moving to long lever.

Process:

- Partner A asks Partner B questions about their challenge.
 - Go for 3 minutes.
 - Partner B shares how it landed on them, focusing on the positive.
 - Switch: Partner B asks Partner A questions about their challenge.
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PRACTICE #2: WORK CHALLENGE

20 minutes

This practice focuses on work challenge. The practice is asking questions, starting with short lever and moving to long lever, and doing some revision in real time.

Same pairs as Practice #1

Process:

- Partner A asks Partner B questions about their challenge.
 - Go for 3-4 minutes.
 - Partner B shares how things are landing on them - one positive piece of feedback and one thing the person might try differently.
 - Partner A reframes a bit.
 - Switch: Partner B asks Partner A questions about their challenge.
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PRACTICE #3: MAPPING DIFFICULT CONVERSATION

15 minutes

This practice focuses on learning from the map.

- Choose a new partner at your table.
- Pair up and share the following about your map:
 1. What surprised you?
 2. Which parts were harder to answer?
 3. How can is the information from the map helpful to you?

PRACTICE #4: THIRD STORY

15 minutes

This practice focuses on creating a third story.

- Work with the same partner as you had for Practice #3
 - Share a possible Third Story with each other.
 - Support each other to flesh this out.
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PRACTICE #5: DIFFICULT CONVERSATION

35 minutes

This practice focuses on having the difficult conversation, getting feedback and revising your approach as needed.

This practice will be in groups of three.

- Person A is the “host” of the conversation.
- Person B is the “partner” - they role play the other person in the conversation.
- Person C is the “observer” and keeps time.

Host starts:

- Give 30 seconds of context for the conversation.
- Take 3-4 minutes to frame the conversation - what they’ve been thinking about, learning and what they hope for.

Observer

- After 3-4 minutes, invites both Host and Partner to pause.
- Asks the Host what they are noticing.
- Asks the Partner how this is landing on them so far.
- Invites the Host to start again and take the opportunity to experiment with doing it a bit differently

Host takes a second pass for another 3 minutes:

Observer stops the practice and what each of them are noticing in this order:

- Host
- Partner
- Observer