

The background is a repeating pattern of speech bubbles in various colors (red, yellow, purple, grey) on a dark teal background. Each bubble contains a white question mark. A thin white vertical line is positioned to the left of the text.

HOW TO HAVE HARD/COURAGEOUS CONVERSATIONS

INTRO - PR. AFI





CENTERING & GROUNDING:

WHAT ARE YOU BRINGING IN?

WHAT CAN BE SET ASIDE?



GROUP GUIDELINES

**BRAVE
VS.
SAFE SPACE**





GROUP INTRODUCTIONS

Courage

Curiosity

Love

THE MOST
POWERFUL
TOOLS

**WORKING
DEFINITIONS/REFLECTIVE
EXERCISE**

A GOOD FOUNDATION

- **Goal:** What is the one thing you want to achieve or communicate? What do you want the outcome of this conversation to be?
 - **Motive:** Enter with heart and a desire to solve, not just win or to be right. What role does power play? Love?
 - **Noticing:** What have you observed about the person you are talking with? About the situation? Do this without prejudice.
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- **Participant Note:** *“What are the most important facts (not story) about your situation?”*



LEANING INTO RESOLUTION (THE SOLUTION)

- **State Your Path:** Use "I" statements (e.g., "I noticed..." or "I feel...").
- **Invite Perspective:** Ask, "Help me understand your view on this".
- **Listen to Understand:** Repeat back what you heard to ensure clarity.
- **Participant Note:** *"Draft one 'I' statement you can use to open the conversation."*


I think

I want

I feel

I see

I believe



*"Power is the
essential
component that
distinguishes a
mistreatment as
oppression."*

NANCI E. LUNA JIMÉNEZ

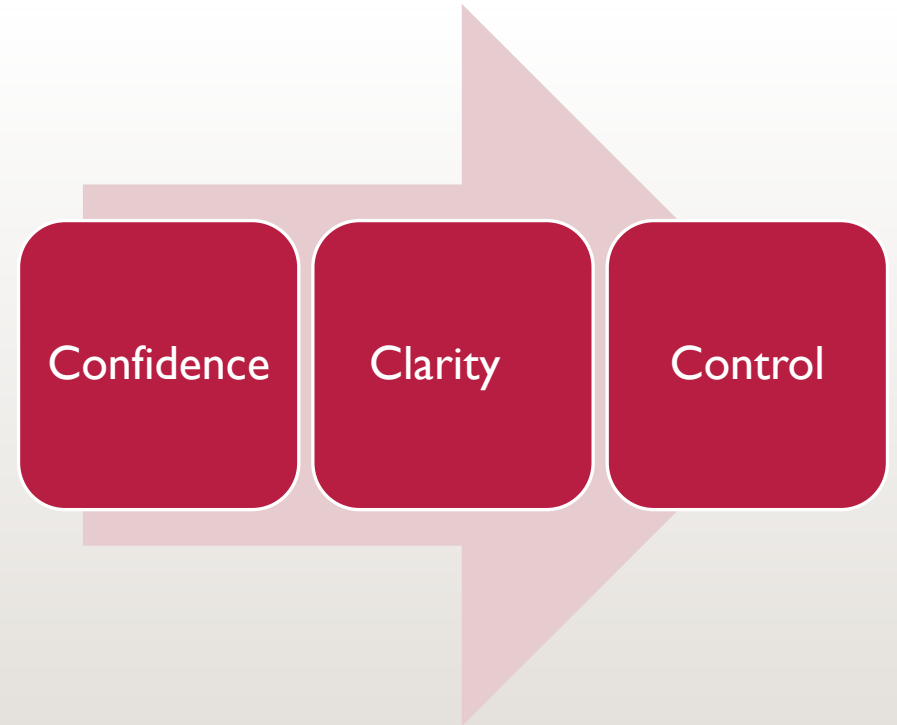
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THE ROLE POWER PLAYS

IN THE MOMENT – MORE TOOLS FOR SUCCESS

- **The 3 C's:** Confidence in goals, Clarity in words, Control of emotions.
- **Power of Pause:** Don't fear silence; it allows for processing.
- **Shared Purpose:** Re-center on common goals if things get heated.

- **Participant Note:** *“Which of the 3 C's is usually the hardest for you to maintain?”*





SMALL GROUP TIME –LET’S
PAIR UP!

WRAP UP AND REFLECTION

- What stands out for you today?
- **Next Steps:** Who will you talk to first, and when?
- **Participant Note:** *“Write down your single biggest takeaway from this session.”*

QUESTIONS?



THANK YOU!