

Conversations Change the Future

POSITIVE LEADERSHIP PRINCIPLES FOR HEALTHY CONVERSATIONS

Conversation Principles

- 1 Clarify the purpose of the conversation before you get started:
"What is the **best possible outcome** in the next hour?"
- 2 **Be courageously authentic** – this means being open and honest, not combative or in "sell mode" with your ideas.
- 3 When about to offer feedback or a dissenting opinion, first ask yourself, "Is my point of view about **making it better** or just how I want to do it?"
- 4 Ask clarifying questions without **underlying judgment**.
- 5 Focus on **inquiry** and watch out for advocacy.
- 6 Give each other the freedom **not to be perfect**:
"I don't know if I agree with myself."
- 7 **Keep it light**. Even decisions of consequence can be discussed with light hearts and open minds.
- 8 Share the decisions made while keeping the contributions of the participants and the dynamics of the group **in the vault** (confidential).

