



## Generative Conversations

### Conversations are being asked to happen when:

- Something is missing
- Something is needed
- Disagreements and/or breakdowns occur, such as trust is broken
- Planning, setting goals
- Visioning

### To Start

- Define the conversation – Is everyone clear about what conversation is happening? Is there agreement that this is the conversation to be had?
- Stay on track – if the conversation shifts into a different topic, it is best to come back to the original conversation and shelve the new conversation until another time unless the new topic is necessary before completion of current conversation.
- Manage mood/mood check – Do a mood check to begin. As the conversation progresses, be willing to manage your mood if you get grabbed.
- Know your part - Individually, know where you stand in the conversation. What is your existing viewpoint? Are you willing to compromise? Are there request or promises to be made?
- Note assessments – what are your assessments related to the conversation and can you ground your assessment?

## Agreements

- Agree to when meetings will happen. Spontaneous (agree to now) or set a time
- When self or other are trigger or gripped by a conditioned tendency, call it out
- Actions when mood or moods shift to ineffective
  - Take a walk
  - Take a break
  - Reschedule
  - Commitment to always come back to the conversation

## Elements of Generative Conversations

Be patient with your partner. Bring in practices of empathy and connection. Always remember this is the person you love the most. Be kind.

Always hold the dignity and integrity of your partner. Treat them as you would want to be treated. Being mean is NOT an option.

Be a good listener. Your partner has a point of view that may or may not correspond to yours. Be open even if unconvinced. Be willing to change your point of view. Ask questions until you fully understand your partner's point of view.

Be willing to compromise. Relationships are a series of collaborative compromises. Be willing to compromise and remember to share the compromising. Notice if, over time, one person is compromising more than the other.

Make offers and request. Many conversations stem from someone holding assessments that need to be resolved. Be willing to both hear and receive request from your partner. Remember that there is always a promise to follow. Make sure this happens.

Hold or manage your promises. Situations change, and promises will always be in place until the promise has been openly changed. If promises cannot be fulfilled or conditions change (internal or external), manage the promise with your partner.

Have a commitment to completion of the conversation. Some conversations will be short and easy, and others may just take time, even months to complete. Be patient with difficult conversations and remember your commitment to completion.

For trust, accountability is critical. Be willing and impeccable in your accountability to your partner. Being accountable builds trust, and trust is one of the foundations of a generative, long lasting relationship. Always ask yourself “Will this action build trust?”

### **To Complete**

- Honor your partner for their listening, their truth, and willingness to be in conversations in a good way.
- Manage your promises – whether you made an offer or a request, be accountable. Set dates for completion of actions related to promises. Also be a good requestor. Be willing to hold other accountable for promises made.
- Be supportive – For whatever promises and offers are made, be partners, offer support, stay current, gives updates; be a good partner.