



Guide to Courageous Conversations

Some conversations, especially courageous ones, can give us trepidation because we believe they will be difficult. But, that shouldn't keep us from having them. Consider using these tips to help you have challenging conversations with individuals whom you may not have a shared perspective on a particular topic.

Preparation

- Humanize the other person in your mind.
- Focus on the impact you want to have over what is “fair.”
 - Giving the other party a positive experience
 - Sowing seeds of doubt in their existing worldview
 - Convincing them to alter an opinion
- Think about the situation in broad “global” terms.
- Focus on your identity/role in the situation.

Execution

- Seek first to understand, then to be understood.
- Pity them for whatever caused them to be this way.
- Never say the first thing that comes to mind.
- Never stop at the first theory that explains their behavior.
- Recognize we all have a piece of the truth and be looking for theirs.
- Use language about yourself, not about absolute reality.
- Preface with “the story I’m telling myself is...”

Resources



[Courageous Conversations podcasts](#)
[TED Talks to inspire you](#)

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