**Core Conversations Guidance for Coaches**

Core Conversations is a team start-up tool designed expressly for teams working across boundaries. It is meant to allow each member of a team to express their boundaries, their capacity, their strengths, their aspirations and their concerns.

Begin with mindfulness. You could use a meditation video/recording (many free on YouTube, including this one recommended by Vijaya - <https://youtu.be/lVOE1Ft3knk>). You might share the visual below and ask participants where they are on the spectrum today. You might use the Window of Tolerance methodology.

![Timeline

Description automatically generated]()

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**The frame** for the 6 “Core Conversations” that follow is the transformation work that the team is embarking upon. (Listen for differences in how team members see that work).

Expect answers at different levels: some might reveal a broad view (e.g. “here’s my 20-year dream”), others a narrower view (“I can take notes”). Most teams will naturally cover both.

Make sure **EVERYONE speaks** for each of the six conversations.

**Ask questions** to elicit details, examples, context. “Double-click” on things.

Watch the time: Model and reinforce “**candor**” as appropriate.

**If you don’t know… say “I don’t know”**

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| **Round 1: Invitation** | |
| To what extent are you here by choice?  What would you need to feel fully free to choose this work?  (*What else are you working on now?*  *What are your boundaries?*) | Temperature Check |
| **Round 2: Possibilities, Hopes and Dreams** | |
| What are your aspirations (your hopes and dreams)?  What is the change you believe is possible?  *(What do you wish you had in order to reach your aspirations?)* |  |
| **Round 3: Ownership** | |
| What is at stake for you in this work?  How do you intend to make this work valuable? |  |
| **Round 4: Dissent** | |
| What doubts or reservations do you have about this work?  What judgments or assumptions do you have about this work? | *Temperature Check* |
| **Round 5: Gifts/Strengths** | |
| What positive feedback have you received from others about the gifts/strengths you contribute at work?  What is it about you that others at this table might not know, but if they did know it, they would see it is a gift to your work together? |  |
| **Round 6: Commitment** | |
| What do you commit to do?  What support do you need to fulfill your commitment? |  |