



## Core Conversations

The **Core Conversations** tool guides groups through a series of questions to allow each member of the team to express their boundaries, their capacity, their strengths, their aspirations, and their concerns.

### Overview

The Core Conversations framework includes six rounds of conversations. Each round includes several questions to spark discussion. During each round, remember to:

1. Make sure everyone has the **opportunity to speak**.
2. Focus on what matters to the team. **Follow your curiosity**.
3. Commit to **staying present** and **listening**.
4. You can say, **“I don’t know.”** Don’t feel you have to have all the answers.



# 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?

# Round 2: Possibilities, Hopes, & Dreams



What are your aspirations, 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?

# 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 as a gift to your work together?

# Round 6: Commitment



What do you commit to do?

What support do you need to fulfill your commitment?