

QUESTIONS TO ASK YOURSELF WHEN PREPARING FOR HARD CONVERSATIONS

Question	Implications
What's hard about this conversation?	<ul style="list-style-type: none"> • <i>What is it about our relationship that makes this a hard conversation? What role does the power dynamic between us play?</i> • <i>What role am I needing to play? Is this a coaching role? Is this a supervisory role?</i>
What's coming up for me?	<ul style="list-style-type: none"> • <i>How am I feeling? How can I manage these feelings?</i> • <i>What's the benefit for the client, school, and students if I manage my feelings so that I can have this conversation?</i> • <i>Is there someone else who could help me process my feelings?</i>
Where is the need for this hard conversation coming from? Who wants it? Who is requesting it?	<ul style="list-style-type: none"> • <i>Did I determine that this conversation needs to happen?</i> • <i>Is someone else asking that I have this conversation? If so, is it an appropriate conversation for me to have? Or does the hard conversation need to be with the person asking me to have a hard conversation with someone else?</i> • <i>What data do I have that indicates the need for the hard conversation?</i>
What's the purpose for this conversation?	<ul style="list-style-type: none"> • <i>Is the agenda coming from me?</i> • <i>How can I connect my purpose to the client's goals and areas for growth?</i>
What do I hope the outcomes are?	<ul style="list-style-type: none"> • <i>Why is this a conversation worth having?</i> • <i>What might be possible out of this conversation?</i> • <i>What might be the best possible outcome? What could be the worst?</i>
Which skills will I need to use in this conversation?	<ul style="list-style-type: none"> • <i>Which questions will be most helpful?</i> • <i>Would it help me to use the coaching lenses?</i> • <i>Which coaching stances will be most helpful?</i>
How will I prepare for this conversation?	<ul style="list-style-type: none"> • <i>How will I script my questions?</i> • <i>How will I attend to my emotions so that I can have this conversation?</i> • <i>Who can support me?</i>



brightmorning

brightmorningteam.com