

The following guide can offer you pause and prompts to *prepare* for a conversation and act as a guide *during* the conversation. The approach is to call up to potential vs. calling out to shame.

INTENT

1. Here's the intent/purpose, the desired outcome of the conversation:

IDENTIFY

2. Here's the specific challenge/problem that needs to be explored:

3. Who needs to be a part of this conversation:

IMPACT

4. Who is impacted directly and indirectly:

5. What are specific example(s) of the impact:
[explore specific impact on the people listed in # 4, could be financial, level of trust, ability to connect]

6. This is why giving this challenge/problem attention matters:

7. Here are potential risks of doing nothing, ignoring or dismissing?
[specifically, for those listed in #4]

POTENTIAL NEXT STEP

What	Who	When

Conversations matter. At home. At work. In our relationships. Book a no cost, no commitment conversation to explore living, leading and loving with greater intention and less regrets.

It's starts here: <https://calendly.com/sandyandersonconsulting/discovery-conversation>

Conversations Guide | Mission Alignment

a guide for creating conversations rooted in the mission



The following guide can *prepare* you for a conversation and act as a guide *during* the conversation. The intention to link the conversation to the mission/vision/values creates greater consistency and clarity in the organization from the board to those who are frontline activating the mission.

Your Mission/Vision/Values Here:

[how, who, where, when the work is done can shift, the mission/values/vision is the north star to grow, protect, and represent by all team/board members]

INTENT

1. The intent and desired outcome of the conversation:

INCLUDE

2. Who needs to be included in the conversation?

IDENTIFY

3. Here's the specific behavior/challenge/problem/situation that needs to be explored:

IMPACT

4. Who is impacted/influenced directly and/or indirectly AND how? [customers. guests. clients. students. team members. community partners. etc.]
5. How is the mission/values/vision impacted by the behavior/challenge/problem/situation? [Is it nurtured? Unintentionally sabotaged?]

INFLUENCE

6. What are the potential benefits of giving this behavior/challenge/problem/situation attention?
7. What are the potential risks of doing nothing, ignoring or dismissing?

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