

Peer to Peer Discussion Preparation

What is the real issue?
Why is this issue important? <ul style="list-style-type: none">• What is the benefit of addressing it? What is at stake if I don't? What impact is this having on others? Short term? Long term? For the team? For the organization? For the other person?
What do I think is at the root of the problem? What additional information do I need to know for certain?
How am I/ have I contributed to the problem? (Stories, Assumptions, Attributions? Actions?)
How do I think the other person views the situation? How would they describe it?
What is important to the other person? How will I get their attention? <ul style="list-style-type: none">• Priorities? Concerns? Accountabilities? Commitments?
How can I frame the issue to get their attention ? Do I need to turn up the heat/ raise the tension or turn down the heat/ lower the tension?
Conversation Opener:
My Point of View:
My Rationale:
Inquiry: