TIPS FOR STARTING DIFFICULT CONVERSATIONS

SOW THE SEEDS OF CONNECTION



Slow Down
Take a moment to pause, take a few breaths and put the brakes on!

Observe
Just observe and notice what is happening for you right now, try to observe what is going on for the other person as well.

What Matters
Think about what is most important to you? What do you value in this relationship and how do you want to show up as a person?

THINGS TO REMEMBER WHEN YOU ARE LISTENING

Two key things to remember when listening:

1) Listen and pay attention to the other person

- take the time to understand their point of view

- don't talk over them

2) Reflect what you've heard back

- even if you disagree you can reflect what you've heard them say

Think about the practical steps to put in place to be able to really pay attention and listen in a conversation

e.g., put screens away during the conversation, chat while you are driving or out in the paddock so it's less intense.

HOW TO HAVE THE CONVERSATION USING THIS NOTEPAD

Be clear about the purpose of the conversation. Setting this out clearly at the start of the conversation, even for tough conversations, gives space for everyone to come on board and have input about why and how a conversation takes place.

You can use this Shared Purpose notepad to help frame your conversation:

"I'm feeling worried about how we will manage harvest pressures this year. I learnt this tool for helping us to explore what matters most to us, do you think we could try it out together?"

Work through the map from the top right hand corner discussing together:

- *Who and what matters most to us in this situation?*
- *If we were really living in line with what matters most to us, what would we be doing? (What would a fly on the wall see us doing?)*
- *What stuff shows up inside of us that get's in the way of us moving towards what matters?*
- *What do we tend to do when that inner stuff shows up? How well is that working?*

(You can start from any place in the map with practice).

STEPS TO CONSIDER WHEN STARTING A CONVERSATION:

1. What is the purpose of this conversation? Why do you want to have this discussion?
2. How can you set up the structure so both people feel heard?
3. What is the best timing for the conversation?
4. Agree to take a break if things aren't going to plan.

TIPS TO REMEMBER FOR EFFECTIVE COMMUNICATION

Be clear about your feelings and what you want from the conversation.

EXPLAIN HOW YOU FEEL, WHAT YOU THINK, AND WHY

- Use "I" statements - e.g., "I feel upset when..." instead of "You never listen to me".
- Identify your feelings "I feel sad", "I feel disappointed"
- Stick to the facts - look out for your own judgments
- Zoom out and notice what story your mind is telling you about the situation
- Be clear about what you want and what you care about in the situation. e.g., do you want them to do something differently, acknowledge your point of view.

Putting these components together might look like:

"When you came home late and didn't communicate with me, I felt angry and worried because I didn't know what was happening. The story I told myself was that you didn't want to be home with me".

"I noticed we got really bogged down in our situation the other day. I want to chat so I can learn about what happened and hear from your perspective, then I can tell you my perspective and we can work together to decide what to do next. Can we set in 30 minutes to talk about it this week?"

ACT FOR AG

NAVIGATING THE ROCK AND THE HARD PLACE

SITUATION .....

INNER THOUGHTS



WHAT PEOPLE CAN'T SEE

What stuff shows up inside to get in the way of us moving toward what matters?

Who and what matters most to us in this situation?

AWAY



NOTICING



TOWARD



What do we tend to do when that inner stuff shows up? How workable is this in the short/long term?

If we were really living in line with what matters most to us, what would we be doing?

EXTERNAL ACTIONS



WHAT PEOPLE CAN SEE

What simple daily steps might help us do what matters, even when the tough stuff shows up?

ACT FOR AG