



Three Facilitator micro-interventions to get to Resolution – Fast!



01

Setting Intentions

In the heat of discussions, sometimes we act in ways that are different from how we originally intended to show up.

Having a Facilitator to gently nudge us can be helpful in showing up at our best. Setting intentions upfront in the discussion helps create a reference point if things go off track.

02

Mindset

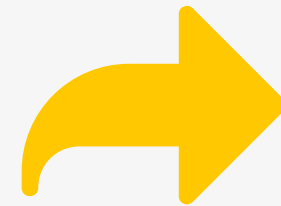
Our mindset can drive a conversation by influencing our communication style and attitude towards the discussion. This invites us to take a step back and self-reflect about how we are choosing to engage in the conversation.

03

Understanding the Alternatives

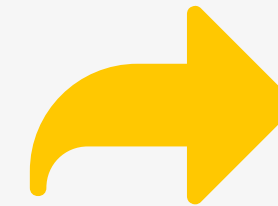
Understanding the alternative to the discussion is strategic - it encourages practical thinking and realism around the likelihood of other approaches getting us to the outcome we desire.

Party Preparation / Opening Question



How do you want to show up in this discussion?

What intention would you like to set for today's discussion?



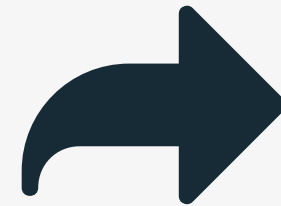
Caucus / Discussion Intervention

Previously you said your intention was not to be judgmental –how would you like to approach this moment, in light of that?

I'm noticing a shift here... earlier the both of you mentioned wanting to understand the other's point of view, how aligned do you feel with this in this moment right now?

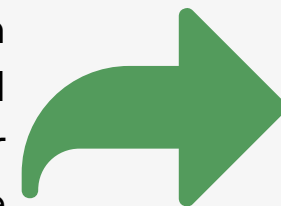
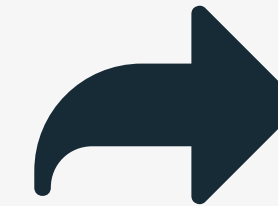
We all agreed to approach this with a collaborative mindset, what options are possible that fit this best?

How would a learning mindset change the type of solutions to consider?

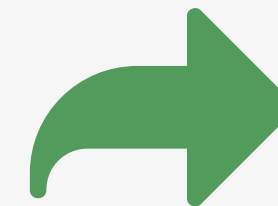


What are you hoping to achieve in today's discussion?

What do you need to be at your best?
What do you think they need from you to be at their best?



If this continues without being addressed and nothing changes, how would you manage the situation on your own?
What's the hardest part you'd likely have to deal with?



How does the alternative option to this discussion measure up against this dialogue?

If we consider the bigger picture of alternatives to this discussion, where do you want to focus your energy?