



TOOL | PRACTICES FOR EFFECTIVE DIALOGUE

Establishing guidelines to assist your group in having effective dialogue helps create a foundation of trust and respect amongst participants and ensures that the group's thinking benefits from a diversity of perspectives.

WHY PRACTICES FOR EFFECTIVE DIALOGUE?

Having agreed upon practices for effective dialogue:

- Creates a safe space for exploring new ideas
- Helps foster mutual trust, respect and belonging
- Creates shared expectations and a common experience
- Creates agreements on how to be together

THREE PRINCIPLES FOR EFFECTIVE DIALOGUE

Three principles for effective dialogue are:

1. Leadership for the dialogue is shared by all
2. All are responsible for the quality of our group's experience
3. We agree to place an emphasis on shared understanding and agreement rather than on any personal agenda.



THREE COMMITMENTS FOR EFFECTIVE DIALOGUE

Three commitments for effective dialogue are:

1. Speak with intention: Will your comment contribute positively to the conversation?
2. Listen with attention: Respect the learning process for all members of the group.
3. Tend the well-being of all: Pay attention to the impact of our contributions

SIX PRACTICES FOR EFFECTIVE DIALOGUE

Agreeing to these practices creates a safe and positive learning environment for everyone:

1. **Listen** – Listen carefully. Hear what each person has to say.
2. **Hear all Voices** – Give everyone a chance to speak. Invite everyone to express their ideas and share about their experiences.
3. **Ask Questions** – Ask questions if there is something you don't understand or you want to be sure you understand the meaning of another person's comments.
4. **Be Respectful** – Be polite and respectful to everyone. You can still be considerate to each other even when you don't agree.
5. **Stay Open to New Ideas** – Be curious. Try to understand others, especially, when their ideas are different from your own.
6. **Care for Each Other** – We are all responsible for creating – and maintaining – a positive environment for conversation. You can help make this happen by asking for what you need and offering what you can to each other.

Source: Peer Spirit Circle, www.peerspirit.com

“ Very great change starts from very small conversations, held among people who care.”

- Margaret Wheatley

