



Have the Hard Conversations

Practice: I want you to practice having hard conversations!

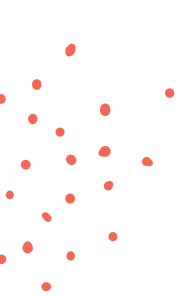
Reminder: Take some time to reflect on the following questions prior to our next session:

1. Shift your mindset: Radical Candor
2. Start with your WHY
3. Focus on “I” statements
4. Be Solution-focused
5. Make it a Conversation: Get Curious & Listen

1. Why are having hard conversations **important** to YOU?

2. What **holds you back** from having hard conversations?

3. What feedback have you received in your life that was difficult to hear at the time, but that you are **grateful** for now? What if that person chose to not provide that feedback? How would your life be different?



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4. What ideas do you have for how to **cultivate** a culture that supports having hard conversations?

5. What hard conversations come to mind that you **could have** or have been **wanting to have** with someone at work? (see the last page to work through it!)

6. What's a hard conversation you're had recently? What went **well**? What didn't? What did you **learn** about yourself? If given the chance to do it over, what would you do **differently**?



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7. In what way(s) will having hard conversations take your **leadership** to the next level?

8. In what way(s) do having hard conversations help you **build trust**?
Provide an example of a time when a hard conversation built trust between you & another person.



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Try Your Own! Pick one of the examples you listed for a hard conversation you want to have from question #5 & work through it.

What is the **Hard Conversation**?

Prepare! Do a Thought Model. What mindset shifts do you need to have?

Prepare! Go through your Why, How, What Framework. Why do you want to have this conversation & what do you want to get out of it?

Which of the 5 **Pro-Tips** will you use during this hard conversation?
How will you use them?

