



GROUND RULES FOR

Generative Conversations

“The wisdom to resolve difficulties in any situation is already present in each and every one of us. Dialogue is the verbal expression of that wisdom.”





The Empathic Intelligence (MQ) **FORMULA**

- 1** First, we invite you to **imagine** new stories.
- 2** Next, we encourage you to **create** meaning through dialogue.
- 3** Finally, we equip you to **actively** pursue change.



This exercise, "Ground Rules for Generative Conversations" pertains to the **second step** in the MQ formula:

2 CREATE

The following **nine ground rules** are designed to help you engage in and lead **generative conversations** - conversations that lead to actualized, sustainable solutions that will help create a more redemptive future for our communities, nation, and world.

Be present

Oftentimes we begin to formulate our responses while the other person is still talking, especially when we are feeling nervous or defensive. Try to catch yourself when you begin to do this and focus on what the other person is saying.





Listen

We are not debating! Listen to understand how someone got to where they are and how they see the world, not to change their mind.



Ask to learn

(not respond)

Ask questions that can deepen your understanding of the person you're listening to, rather than questions that can increase your capacity to argue.



Pause

Leave a pause between when someone shares and when you respond. This allows a moment for processing, and also keeps a pace of conversation that enables everyone to reflect and engage.



Watch for cues

Our body language, tone, facial expressions, and other non-verbal cues can help you measure the comfort of those participating in the conversation and can help you set the tone with your responses.



Be open-minded

Be open to critique of your own positions and share doubts you may have about your own beliefs or positions.



Assume good intent

Seek clarification by asking someone to “explain more” or, “can you say more about what you mean by that?” if you find yourself feeling defensive or offended by what they say.



Be self-aware

Some things that people say will be hard for you to hear. Keep an awareness of your own reaction – physiological, emotional, and/or mental — and try to understand your own feelings about the conversation.



Maintain trust

The conversation needs to stay between the participants. Don't discuss what you learned with others online or in person.



Want to learn even more?

We can help you learn the skill of generative dialogue to transform your personal relationships, leadership, people, and organizational culture.

Contact us and find out how!
contact@ideos.is

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