



# CONVERSATION PLANNER

Use the following worksheet to plan your next crucial conversation.

## Get Unstuck

1. Where do you feel stuck (personally or professionally)?

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2. Unbundle with CPR. Identify:

Content Issues: \_\_\_\_\_

Pattern Issues: \_\_\_\_\_

Relationship Issues: \_\_\_\_\_

Which issue do you need to address, and with whom, in order to get unstuck? \_\_\_\_\_

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## Start with Heart

1. What do you really want:

For yourself? \_\_\_\_\_

For the other person? \_\_\_\_\_

For the relationship? \_\_\_\_\_

For the organization (if applicable)? \_\_\_\_\_

## Master My Stories

1. What stories are you telling yourself about the situation or the person (Victim, Villain, Helpless)?

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2. Tell the rest of the story. Ask:

a. What am I pretending not to notice about my role in the problem?

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b. Why would a reasonable, rational, and decent person do this?

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c. What should I do right now to move toward what I really want?

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## STATE My Path

1. Create a script for how you will begin the conversation. Start with facts, then tell your story, and be sure to end with a question that invites the other person into dialogue.

THE FACTS	MY STORY	THE QUESTION I'LL ASK

## Make It Safe

1. What's the worst possible response you could get with your crucial conversation?

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2. What safety skills would you use to address it (apology, contrast, create mutual purpose)?

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3. If the other person misunderstands your intent, what is a contrasting statement you could use?

Don't: \_\_\_\_\_

Do: \_\_\_\_\_

## Explore Others' Paths

1. How could you use the "AMPP" (Ask, Mirror, Paraphrase, Prime) skills to help the other person come out of silence or violence?

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## Move to Action

1. How will you establish a way to follow up after the crucial conversation?

Who: \_\_\_\_\_

Will do what: \_\_\_\_\_

By when: \_\_\_\_\_

How we'll follow up: \_\_\_\_\_