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**TWO WOLVES WORKSHEET**

***PLANNING AND HAVING THE CONVERSATION***

Hard conversations are an art form more than a science, they are driven by a complex and unpredictable dance between countless emotional, psychological, and social factors. However, some patterns exist that point to a structure that can make these significantly easier and more effective. Take a moment and plan out the conversation you need to have using these questions.

1. **Where will you start the conversation?** (*Consider your compass setting, stating your goal or intention for why this conversation is important. It is often helpful to ask if they are up for it.*)
2. **What will you observe about the other person?** (*Consider naming their positive intentions, and or their possible emotional state. You might use a phrase like “I don’t know what you are experiencing, but if I were in your shoes I know I would feel…”)*
3. **What will you reveal about yourself?** (*Consider all the self-awareness work you’ve done to surface your weeds, seeds, feelings, and tripwires. Which of those are most relevant?, Often, when we reveal our vulnerabilities it makes for better conversations.)*
4. **What is your feedback for them”** (*This is the cross talk, the moment you share your frustration or difficulty with them. Be sure to focus your feedback on what they can control, which is their words and actions. Then state their effect on yourself or others.)*
5. **Which “wolf” is speaking?** (*Which part of you is at the forefront of the conversation, be sure to let the best part of you speak to the best part of them*).