

EXERCISE:

A Story Rumble Guide

1. How do we engage in this process with an open heart and an open mind? Examples: What does everyone need to come to the table and rumble with respect and openness? I know we're all in struggle right now, can we set an intention to come to the table in a respectful, open way? What does everyone need to feel comfortable sharing? What are our ground rules for rumbling?

2. What emotions are people experiencing? Examples: Let's check in. What are you feeling right now about what's happening? About this rumble?

3. How do we listen with empathy? Examples: Can we work to make sure our responses are in line with our ground rules? Can we make a commitment to really hear each other? As Stephen Covey teaches, "Can we seek first to understand, then to be understood?"

4. What do we need to get curious about?

5. What are the stories that people are making up or telling themselves?

6. What do our SFDs tell us about our relationships? How do we talk to each other? About what's working and what's not working?

7. Where do we need to rumble? What lines of inquiry do we need to open to better understand what's really happening and to reality-check our conspiracies and confabulations? Examples: What do we need to talk about – not the easy topics but the stuff that no one is saying? Rather than leaving here and talking about how we're really feeling, can we surface those topics here? If not, why not?

8. What's the delta between those first SFDs and the new information we're gathering in the rumble? Examples: If we look at our SFDs – those first stories we told ourselves about this issue – and compare them to what we're hearing in this conversation, what ideas/opinions are changing? What new information do we have? What ideas do we need to challenge? What do we need to let go of?

9. What are the key learnings? Examples: Do we tend to jump to the same conclusions? Do we blame or scapegoat? Is there one narrative that we turn to every time there's disappointment or stress? Have we developed some patterns or habits that we need to change?

10. How do we act on the key learnings?

11. How do we integrate these key learnings into the culture and leverage them as we work on new strategies?
