

# COMPASSIONATE CONVERSATION STARTERS TO HELP YOUR TEAM CONNECT

## CONCEPT

Compassionate conversation starters open channels of communication, and over time, jump-start an environment of open creativity.

## WHY this tool works:

Connection builds trust. Trust creates an environment of safety, an oasis where all team members feel connected and safe to share concerns and ideas.

## RESULTS

This tool builds trust and open channels of communication.

## RELATIONSHIPS

Of course, it's not just the one conversation that makes a difference. These questions can help your team form a habit of being a bit more real with one another. And after a while, they won't need a conversation starter to start a more compassionate conversation.

## WHEN to use it:

These conversation starters work great as a quick warm-up to a remote meeting or as part of a speed connecting session at a virtual kick-off.

You can share the entire list of conversation starters and invite each team member to pick one to answer. Or you can rotate through a question of the day or week.

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## QUESTIONS TO HELP PEOPLE CONNECT AFTER A TOUGH YEAR

- What has been one source of inspiration or strength for you this year?
- If you had a one-word mantra to describe your approach to this year, what would that be?
- As you reflect on the turbulence of this past year, what makes you proud?
- What are you grieving most from this past year?
- What are you learning about yourself?

## CONVERSATION STARTERS TO HELP YOUR TEAM LEARN MORE ABOUT ONE ANOTHER

- One thing you don't know about me that might surprise you is \_\_\_\_\_.
- On weekends I love to \_\_\_\_\_.
- Some of the people most important in my life are \_\_\_\_\_.
- One thing I'm really looking forward to outside of work is \_\_\_\_\_.
- If money were no object and I could pick any career I wanted, I would love to be a professional \_\_\_\_\_.

## CONVERSATION STARTERS TO HELP YOUR TEAM CELEBRATE AND ENCOURAGE ONE ANOTHER

- Who on this team was particularly helpful to you this year? Why?
- What do you appreciate most about working on this team? Why?
- What kind of recognition do you find most meaningful?
- **One idea** I have for us to be more supportive of one another is \_\_\_\_\_.
- Next time we accomplish something big, I think we should celebrate by \_\_\_\_\_ (insert realistic idea here).

## PROBES TO ENCOURAGE YOUR TEAM TO SHARE THEIR CONCERNS

- One thing I'm worried about is \_\_\_\_\_.
- I don't think we're spending enough time talking about \_\_\_\_\_.
- My biggest hope for this year is \_\_\_\_\_ and my biggest fear is \_\_\_\_\_.
- If there was one thing that could derail our team's success this year, what would that be?
- At a personal level, I'm most worried about \_\_\_\_\_.

Of course, once the team has some regular practice with some of these conversation starters, you can also invite your team to BYOQ (Bring Your Own Question), inviting them to consider a compassionate probe that would serve the team.