



# EXERCISE: WRITE YOUR OWN ORGANIZING CONVERSATION

Issue:

Action:

Co-worker:

**1. Discover the issues.** Ask questions to learn what your co-worker cares about. Make your questions open-ended.

**2. Agitate.** React to what she tells you, and ask follow-up questions. Help the other person feel she has permission to be angry.

**3. Lay the blame.** Get her talking about who's responsible.

**4. Make a plan to win.** How could you use your power in numbers to make your problem into a problem for the decision-maker?

**5. Get a commitment.** Ask the member to be part of the solution by taking a specific action.

**6. Inoculate and re-commit.** Does your co-worker know what she's getting into? Help her develop an immunity to management's attacks.

**7. Set a follow-up plan.** Agree on the next step, and when you'll check back in.

