



“I’m Curious”

Sample Conversation Script

This is for situations where you did not appreciate what happened, but are not certain whether it was disrespect, or even intended. Was the person distracted by some other pressure in their life?

Please note, these are intended as helpful suggestions, and because everyone is unique, there may be instances where an agreement cannot be reached, which is understandable. However, the expectation is that there is a genuine effort made in trying to resolve conflicts as much as possible.

1. Introduce the conversation

Example: “Do you have a minute? I want to check in with you.”

Note: How you enter the conversation changes depending on the personality of the person you are talking with—try and approach it like they would.

2. Name the action. Pause momentarily.

Generally, the action can be identified in one sentence.

Example: “I heard you swear a few times during the debate today.”

3. Invite the person to respond. Get information.

Often you do not need to say anything further than naming the action. Most people will immediately explain what is going on for them. If they do not, you could say “Is everything okay?” or “Are we okay?”

4. Share impact. Depending on what you find out in 3.

In this type of conversation, this is generally not necessary. When we share our feelings, it generally increases others' discomfort. If it seems important to share this information, you can do so tentatively.

Example: "That is interesting because I began to wonder if you were upset with me for raising that point during the meeting."

5. Clarify expectation (if relevant or not obvious).

Often this is not necessary in an 'I'm curious' conversation, but is critical in other conversations.

6. Problem solve (as required).

Problem solving would be in response to the situation, or should a similar situation arise. It may be important to problem solve over a council situation or be a listening ear about some other matter.

Example: "It sounds like you have a lot on your plate. Would it be helpful to talk that through with someone?"

7. Closure (gracefully).

Example: "I'm sorry to hear you are struggling, I hope everything works out. I value our relationship on council and wanted to make sure that everything is okay between us."