

# HOW TO TALK ABOUT IT

## COURSE DETAILS



This workshop provides a comprehensive and easy to follow road-map for having productive and effective conversations.

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### Module 1: Focus on Strengths

<b>Lesson 1</b>	Discover Your Strengths	<ul style="list-style-type: none"> <li>Know what Strengths are</li> <li>Understand how Strengths are created</li> <li>Identify your Strengths in action</li> <li>Know how your Strengths work together</li> </ul>
<b>Lesson 2</b>	How Strengths Show Up	<ul style="list-style-type: none"> <li>Identify your Dark Side Labels©</li> <li>Explore the Sophistication of your Strengths©</li> </ul>
<b>Lesson 3</b>	Strengths and Leadership	<ul style="list-style-type: none"> <li>Understand that people take different paths to the same destination due to their Strengths</li> <li>Understand the StrengthsFinder Leadership Domains</li> <li>Work together with a partner on a project while leveraging each other's Strengths</li> </ul>
<b>Lesson 4</b>	Strengths and Communication	<ul style="list-style-type: none"> <li>Identify your natural Communication Behaviors© based on your Strengths</li> <li>Have a general awareness of how different Strengths communicate</li> <li>Identify how you give and retract trust</li> </ul>

### Module 2: Foundation for Conversation

<b>Lesson 1</b>	The Stories We Tell Ourselves	<ul style="list-style-type: none"> <li>Understand that each person has their own Story</li> <li>Relate Story back to Strengths</li> <li>Understand what a Tough Conversation is</li> <li>Understand what an Etch-a-Sketch Moment is</li> </ul>
<b>Lesson 2</b>	Try Curiosity	<ul style="list-style-type: none"> <li>Try Curiosity</li> <li>Get curious with Pattern Interruptions</li> </ul>
<b>Lesson 3</b>	Step Away From Blame	<ul style="list-style-type: none"> <li>No longer see value in the Blame Game</li> <li>Identify Contributions in a Tough Conversation</li> <li>Spot the Tricky Contributions</li> <li>Avoid the Contribution Mistakes</li> <li>Lead others to find their Contributions</li> </ul>
<b>Lesson 4</b>	The Impact of Intentions	<ul style="list-style-type: none"> <li>Identify the Intention Mistakes</li> <li>Avoid the Intention Mistakes</li> </ul>
<b>Lesson 5</b>	Feelings Always Matter	<ul style="list-style-type: none"> <li>Understand that Feelings are at the heart of Tough Conversations</li> <li>Accept Feelings</li> <li>Clarify Feelings</li> <li>Responsibly Share Feelings</li> </ul>
<b>Lesson 6</b>	A Threat to Our Identity	<ul style="list-style-type: none"> <li>Understand how Tough Conversations threaten our Identity</li> <li>Know what Identity Concerns are</li> <li>Understand what a Fraud Flash© is</li> <li>Avoid the All-or-Nothing-Trap</li> </ul>

### Module 3: Talk About It

<b>Lesson 1</b>	What's Your Purpose?	<ul style="list-style-type: none"> <li>Decide if you should talk about it or let it go</li> <li>Know the Purposes That Work</li> <li>Identify the Disclaimers about Tough Conversations</li> <li>Use the Liberating Truths to help you let go</li> </ul>
<b>Lesson 2</b>	How to be Present	<ul style="list-style-type: none"> <li>Manage your Inner Commentator</li> <li>Move the conversation along with the Skills for Being Present</li> </ul>
<b>Lesson 3</b>	Express Yourself Clearly	<ul style="list-style-type: none"> <li>Use the Skills to Speak With Clarity</li> <li>Use the Skills That Build Understand</li> </ul>
<b>Lesson 4</b>	Real-Time Tough Conversations	<ul style="list-style-type: none"> <li>Take the lead in a Tough Conversation by entering the Invisible Story</li> <li>Use the Problem-Solving Techniques</li> <li>Address Disruptive Patters</li> </ul>
<b>Lesson 5</b>	Choose Accountability	<ul style="list-style-type: none"> <li>Create Accountability in your Tough Conversation</li> </ul>



### CONVERSATION MECHANICS

#### HOW TO TALK ABOUT IT

*Strengths-Based Communication*

### Participant Materials

- How to Talk About It Workbook (155-page participant training book)
- Skill and model card
- A course completion certificate

