

One to Ones

A one-to-one intentional conversation is a sacred, natural, but uncommon conversation with someone whose life, values, vision and motivation you want to honor and engage within the larger story of your community.

1-1s build a network of relationships

(which grows into a network of allies, co-conspirators, and shared power)

Without relationship we feel alone and powerless and act as individuals. With relationship, we learn we are not alone and build strength and power around the hopes, pressures, assets, and needs we share. Each 1-1 builds the relationship in front of us and grows our map of relationships as we learn who else we should talk to.

1-1s develop clarity for ourselves and others

(which helps us weave the big picture, and helps us all connect to the human stories at the heart of it.)

Clarity is developed both in you as you listen, and in the storyteller as they speak their story. When people talk about something, it helps make what matters to them clearer to them. People rarely have an opportunity to express themselves to a good listener. This strengthens their investment in the shared work, as well as our investment as listeners as we learn more about why the work matters at a human level.

Here is what we seek to uncover in one to ones:

- **We seek to uncover self-interest (why this matters to them) and the story behind it.**
(This clarifies a person's motivation for the part they play or might want to play in the shared community story):
We learn the other person's story and how it led to what motivates them. What do they care about? Who do they care about? Why does this matter to them? What are the stories (their own or others) that lie at the fire (or quiet spark) in their belly? People are most likely to get involved or contribute their small piece of the puzzle to the shared work when it hits their self-interest.
- **We seek to uncover shared pressures, anxieties, assets, and information.**
One-to-ones are an opportunity to begin to understand a picture of the community. What pressures do we see in common? What assets lie here? Who lives here? What am I learning about the community, neighborhood, school, church, etc, and what are the members of this community thinking and feeling?

➤ Introduce yourself and set up the conversation.

Introduce yourself and the conversation you hope to have. Ask if they have 45min to an hour to connect for conversation and make an appt for a specific day/time. *(If possible, have a mutual contact introduce you to make it less of a cold call).* Play with the below sample script to make it your own (or to adapt how you would say it differently if you already know the person).

Example: "Hi, my name is ___. And I am trying to meet with neighbors to hear their stories and learn what matters to them about the community we share. This is part of the listening I am doing as a part of the Clackamas Land and Housing Cohort which is trying to gain a clearer picture of what our community is like for our neighbors and hear the stories of the places we call home. Could I arrange to have 45 minutes to an hour of your time to connect?"

➤ Take Time to Prepare.

Before the conversation, think about what you may know about the person and what you think may be their self-interest/what they care about. Think through the questions you want to be sure to ask and what you will say about what you are doing. You might also think about why this matters to you- what is your own story that brings you to this table.

🔄 Enjoy the Conversation.

There is no formula for having a powerful meeting. It's really just an intentional, curious conversation. Enjoy yourself and try to establish some rapport.

a) *Introduce yourself and explain why you are there.*

Describe the Clackamas Land and Housing Cohort and the listening process you are engaged in and why. That this is about listening deeply to the needs of the neighborhood to get a clearer picture of what the neighborhood needs. This is a good time to explain what made you invite them as well (I notice you seem to care about, know about, be invested in, live in...).

**Go here for a quick description of the CLHC: <https://www.storylinecommunitypdx.org/clackamas-land-and-housing-cohort.html>*

b) *Warm up and Establish Common Ground*

Start with some relaxed conversation around shared interests. A good place to start could be whatever you have in common: What brought you to this community/neighborhood/school/church/etc? What do you like about it? Listen closely and talk about things the person seems interested in. Share something about yourself. You are noticing possible intersections between your stories.

c) *Listen intently about what matters to them.*

What do they care about? What motivates them? What pressures or anxieties do they face? Take the time to listen well and reflect back what you are hearing. This helps the other person feel heard and clarify their thinking. Share parts of your story, too. In general, a successful meeting means the other person is speaking around 60% of the time.

- *Be ready to go beneath the surface (follow your curiosity and your interest in the other person).*
Listen for opportunities to be curious and go deeper together. Seek to identify their self-interest, listening to hear what seems to excite and motivate them. Use follow-up questions to gain a deeper understanding of the person. Ask the "why" question. Why did they choose that job or school or neighborhood? Why did they move? How did they come to value something? Where in their story did an interest in something begin? This will give you insight into what really matters to them.
- *Listen to their housing story*
Listen to the story of why housing matters to them or their loved ones. Do they do work around housing? What led them into that work? Are they a neighbor? What made them move into the neighborhood, what was that process like? Are they facing a housing pressure? What is that like? A good simple question to listen more deeply can be "tell me more about that".
- *The miracle question*
Depending on the person, I sometimes like to ask the miracle question: If you could wave a magic wand and change one thing that you think would have the greatest impact in our community, what would it be? or If you had __\$, or the energy of __ people, what would you do with it?

**(Sometimes people will want to share a painful moment or experience. Be courageous and don't try to run away from this. Listen and reflect (but remember that you are not there to fix or counsel.)*

d) *Ask: who should I talk to next?*

Ask if there is anyone else they think you should talk to? Who else is interested in this or would care about this? This will expand your network of relationships and will give you an easy introduction to the next person.

e) *Close the Meeting.*

Watch the time and respect both their time and yours. End the meeting by thanking the person.