

# CLEARING

# conversations

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Gaining perspective alignment through conversation after an event that has created disconnection and serves as a powerful tool to resolve conflict.

## Guide to Clearing Conversations:

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*First, get the buy in.*

- S** Situation
- S** Story / Assumptions
- E** Examples
- O** Other Perspective



# Clearing Conversation Example

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*First, get the buy in.*

It's important to get the opt in from the other person. You want to make sure they are open to having a conversation and that it's the right timing and right environment for an intentional conversation to take place.

*example*

*Hey, Melissa, are you open to having a clearing conversation?*

- If Not: Okay no problem. Do you have some time in the near future that would be more convenient?*

S

## Situation

Explain the situation.

*example*

*Melissa, I really value our relationship and think very highly of you. Something has felt a bit off between the two of us recently, and I want to bring it up and talk about it because I've been creating some assumptions around how you feel about me.*



# Clearing Conversation Example

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## S Story

You want to own your perspective!

*example*

*I've been feeling a bit dismissed by you lately and the story that I'm creating is that you don't respect me as much as our other teammates. I'm sensing some resistance, and I've found myself starting to become self-conscious around you.*

## E Examples

If you're too vague and don't give clear examples it could be hard for the other person to connect to what's happening.

*example*

*For example, you're usually very responsive via email, and I've noticed that recently you don't get back to me for up to a week at a time. I also scheduled some time on your calendar to review the project together and you cancelled it and sent me a chat to email over any questions. Lastly, on our team call on Monday, when I brought up an idea you seemed to get a bit short and changed topics quickly.*



# Clearing Conversation Example

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## Other Perspective

There's two sides of every story. Get their perspective!

*example*

*I understand that this is all my perspective and I really want to know how this lands for you and to hear your side.*