



Appendix A: Sharing an Appreciation



Dialogue Guide

Sharing an Appreciation is a great way to kick off Dialogue on a positive note. The prompts listed in this guide will first direct the sender to share something they appreciate about the receiver, and then direct the receiver to Mirror the Appreciation.

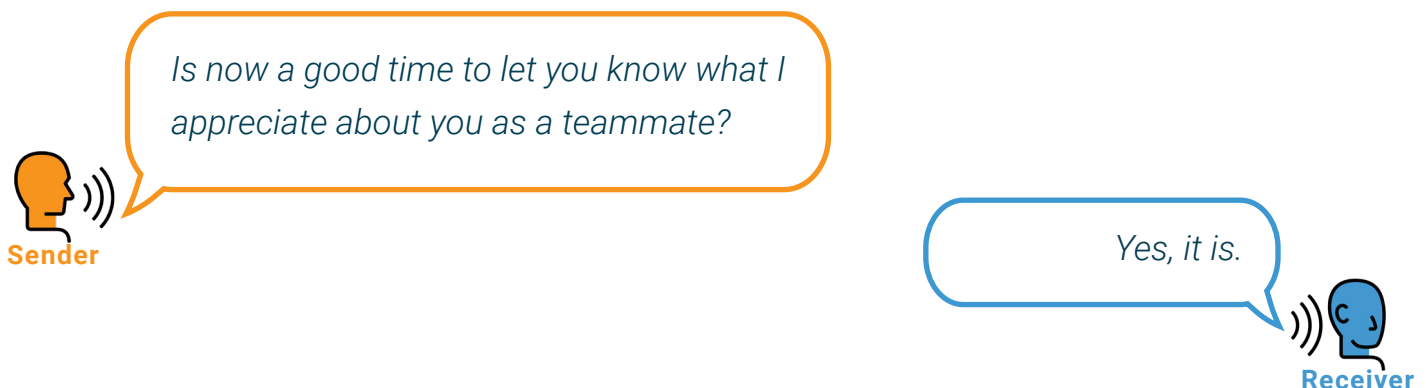
This Dialogue Guide has several applications. Use it as a fun and positive team building exercise. If rupture and conflict occur between two teammates, this exercise is a great re-connecting activity that will add safety to the Space-Between, by replacing negativity with Affirmations. Only steps 1,2,3, and 6 of the Structured Dialogue are covered in this exercise, making it a great on-ramp for those new to practicing Dialogue.

INSTRUCTIONS:

Follow the prompts exactly as they are listed below.

-  The person initiating the conversation and sharing the Appreciation will follow all the **orange bubble** prompts aligned to the left labeled **Sender**.
-  The person listening and Mirroring will follow all the **blue bubble** prompts aligned to the right labeled **Receiver**.

1 - MAKE APPOINTMENT



Connect Non-Verbally: Make eye contact and take a breath before beginning the dialogue.

2 - SHARE & MIRROR

Shares Appreciation



I appreciate that you ____.

Note to the Receiver:

If at any point in the Dialogue you get overloaded, raise your hand and say:
"Let me try to Mirror you back so far."

Mirrors and Checks for Accuracy

*If I got that, you appreciate that I ____.
Did I get it?*



Verifies Accuracy

Yes, you got it.

- or -

The part you got was ____ and I also said ____.



Receiver continues to Mirror Sender until the Sender confirms the Receiver "got it."

Shows Curiosity

Is there more?



Shares Feelings/Impact

Yes, when you do that, it really makes me feel ____.



Mirrors and Checks for Accuracy

*If I got that, when I do that, it makes you feel ____.
Did I get it?*



Verifies Accuracy

Yes, you got it.

- or -

The part you got was ____ and I also said ____.



Sender

Receiver continues to Mirror Sender until the Sender confirms the Receiver "got it."

Shows Curiosity

Is there more?



Receiver

Connects Current Appreciation/Feelings to Past Experience

Yes, when I feel ____, it reminds me of a past work experience that is ____.



Sender

Mirrors and Checks for Accuracy

If I got that, when I do that, it reminds you of ____.

Did I get it?



Receiver

Verifies Accuracy

Yes, you got it.

- or -

The part you got was ____ and I also said ____.



Sender

Shows Curiosity

Is there more?



Receiver

Yes, the more is ____.

- or -

No, you got it.



Sender

Receiver continues to Mirror Sender, until the Sender agrees there is "No more."

3 - SUMMARIZE

Summarizes

*Let me see if I got it all.
As your teammate, you appreciate that I ____.
And it makes you feel ____.
It also reminds you of past positions or jobs when ____.*



Checks for Accuracy

Is that a good summary of your Appreciation?



Verifies Accuracy

*Yes. You got it all.
- or -
I also said ____.*



4 - CLOSE

Thanks for sharing that.



Thank you for listening.



Give each other a handshake or high five.