
THIS WEEK'S THEME // Fierce Conversations

REFLECT:

This week's Janie's Daughters theme is Fierce Conversations – our ability, or inability, to articulate our truths at the moments when they matter most. How would our lives, careers, and relationships change if we had the ability to say exactly what we want to say, how we want to say it, in the moment it needs to be said? What conversations would you have that you've been avoiding?

TAKE ACTION:

Tamar reflected this week on an upcoming challenging conversation one of her close friends would be having with her family. Solana found herself recovering from an unexpected conversation with her doctor and an angry conversation with the Divine. The truth is, most of us know what it is like to face a challenging conversation with a boss, friend, or loved one. How do you usually prepare yourself?

Your mission this week is to practice telling someone important, something important. If difficult conversations aren't exactly your cup of tea, no worries. Here's are some questions to ask yourself to helping you prepare.

Who do you need to have a difficult conversation with: _____

What about: _____

1. What is your purpose for having the conversation? What do you hope to accomplish? What would be an ideal outcome? Watch for hidden purposes. You may think you have honorable goals, like educating an employee or increasing connection with your teen, only to notice that your language is excessively critical or condescending. You think you want to support, but you end up punishing. Some purposes are more useful than others. Work on yourself so that you enter the conversation with a supportive purpose.
2. What assumptions are you making about this person's intentions? You may feel intimidated, belittled, ignored, disrespected, or marginalized, but be cautious about assuming that this was the speaker's intention. Impact does not necessarily equal intent.
3. What "buttons" of yours are being pushed? Are you more emotional than the situation warrants? Take a look at your "backstory," as they say in the movies. What personal history is being triggered? You may still have the conversation, but you'll go into it knowing that some of the heightened emotional state has to do with you.
4. How is your attitude toward the conversation influencing your perception of it? If you think this is going to be horribly difficult, it probably will be. If you truly believe that whatever happens, some good will come of it, that will likely be the case. Try to adjust your attitude for maximum effectiveness.
5. Who is the opponent? What might he be thinking about this situation? Is he aware of the problem? If so, how do you think he perceives it? What are his needs and fears? What solution do you think he would suggest? Begin to reframe the opponent as partner.
6. What are your needs and fears? Are there any common concerns? Could there be?
7. How have you contributed to the problem? How has the other person?

DISCUSS

Share your real or imaginary Fierce Conversation with the rest of us. Who do you need to talk to? What about? Even if you're not ready to have the conversation just yet, go ahead and walk through this exercise as if you are planning to call that person tomorrow. Post a Facebook status in the [Janie's Daughters private FB Group](#) so that we can provide you with feedback and support. Then, discuss your reflections with your accountability partner!