This quarantine life.
BETTER CONVERSATIONS

JIM KNIGHT
6 Beliefs & 10 Habits
Why?
We are living through...
We are living through...

A Communication Crisis
Public Highly Critical of State of Political Discourse in the U.S.

Reactions to Trump's rhetoric: Concern, confusion, embarrassment

The public renders a harsh judgment on the state of political discourse in this country. And for many Americans, their own conversations about politics have become stressful experiences that they prefer to avoid.

Large majorities say the tone and nature of political debate in the United States has become more negative in recent years — as well as less respectful, less fact-based and less substantive.

Meanwhile, people's everyday conversations about politics and other sensitive topics are often tense and difficult. Half say talking about politics with people they disagree with politically is "stressful and frustrating."

When speaking with people they do not know well, more say they would be very comfortable talking about the weather and sports — and even religion — than politics. And it is people who are most comfortable with interpersonal conflict, including arguing with other people, who also are most likely to talk about politics frequently and to be politically engaged.
Together

The Healing Power of Human Connection in a Sometimes Lonely World

Vivek H. Murthy, MD
19th Surgeon General of the United States
22%
1 IN 3

“LONELINESS AMONG OLDER ADULTS,” AARP, SEPTEMBER 2010
We are experiencing a radical brokenness in all of existence. Times are out of joint. Alienation and disharmony, conflict and turmoil, enmity and hatred characterize so much of life.

Desmond Tutu, No Future Without Forgiveness (1999)
There is reason for hope.
Complex, fulfilling relationships don’t suddenly appear in our lives fully formed. Rather, they develop one encounter at a time.

Gottman (2001) *The Relationship Cure*
Your Tasks

1. List 10 people with whom you have many important conversations.

2. List two important conversations you’ll be having soon.
6 Beliefs
Belief 1

I see others as equal partners in conversations.
Your Breakout Conversation

Identify someone who truly sees others as equals.
What do they do that shows that they see others as equals?
THE DON DESHLER

Leadership Award
Your Breakout Conversation

Identify someone who truly sees others as equals.

What do they do that shows that they see others as equals?
The world’s problems begin with the belief that some human lives are more valuable than others.

Nelson Mandela
Belief 2

I want to hear what others have to say.
What people need is a good listening to.

Marylou Casey
FIRST, BREAK ALL THE RULES

Don Clifton
In U.S., Newer Teachers Most Likely to Be Engaged at Work

Engagement falls about four percentage points after one year at work

BY SHANE J. LOPEZ AND PREETY SIDHU

WASHINGTON, D.C. -- U.S. teachers for grades K-12 with less than one year of experience are the most engaged at work, at 35.1%. Engagement drops to 30.9% for teachers who have been on the job for one to three years and falls further to 27.9% for educators with three to five years of experience. Engagement picks back up slightly for those who have been teaching for more than five years.

Workplace Engagement For K-12 Teachers in U.S.

<table>
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<tr>
<th>Years of experience</th>
<th>% Engaged</th>
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TEACHER ENGAGEMENT
Despite having higher engagement than the national average teachers are the least likely of all occupations to say “at work my opinions seem to count.”

news.gallup.com
STUDENT VOICE

The Instrument of Change
Belief 2

I want to hear what others have to say.
Belief 3

I believe others should have a lot of autonomy.
Instructional coaching, done well, should foster teacher autonomy, not top-down control. @jimknight99 bit.ly/2q2erdr

EL Magazine

Autonomy

» Control doesn’t work
DRIVE
The Surprising Truth About What Motivates Us
...control is an easy answer. It...sounds tough, so it feels reassuring to people who believe things have gone awry...however, it has become increasingly clear that the approach simply does not work...Indeed, mounting evidence suggests that these so-called solutions, based on the principle of rigid authority, are exacerbating rather than ameliorating the problems.

Edward Deci, Why We Do What We Do
Autonomy

» Control doesn’t work
» Control diminishes people
Saying no is the fundamental way we have of differentiating ourselves. To take away my right to say no is to claim sovereignty over me ... if we cannot say no, then saying yes has no meaning.

Peter Block
The opposite of love is control.

Donald Miller
Autonomy

» Control doesn’t work
» Control diminishes people
» Autonomy doesn’t mean people can choose to be unprofessional
Autonomy

» Control doesn’t work
» Control diminishes people
» Autonomy doesn’t mean people can choose to be unprofessional
» Autonomy involves responsible accountability
There’s no word for accountability in Finnish...Accountability is something that is left when responsibility has been subtracted.

Pasi Sahlberg
Belief 3

I believe others should have a lot of autonomy.
Belief 4

I don’t judge my conversation partners.
It’s not our differences that divide us. It’s our judgments about each other.

Margaret Wheatley, Turning to One Another
There are many ways we can roll our eyes that don’t involve our eyes.

Michael Fullan
THE SIX SECRETS OF CHANGE

What the Best Leaders Do to Help Their Organizations Survive and Thrive

MICHAEL FULLAN
Author of Change Leader & Leading in a Culture of Change
Belief 4

I don’t judge my conversation partners.
Our conversation should be back and forth.
ON DIALOGUE

Bohm
pedagogy of the oppressed
Paulo Freire
Paulo Freire on Dialogue

1. Humility
2. Faith
3. Love
4. Trust
5. Critical Thinking
6. Reflection
ENGAGING THE WILL FOR THE GOOD OF ANOTHER

Dallas Willard
ULTIMATELY, OUR GREATEST JOY IS WHEN WE SEEK TO DO GOOD FOR OTHERS.

Archbishop Desmond Tutu, The Book of Joy
I HAVE DECIDED TO STICK WITH LOVE. HATE IS TOO GREAT A BURDEN TO BEAR.
Dr. Martin Luther King
Your Breakout Conversation

How easy is it for you to choose love over hate?

How easy is it for you to “engage your will for the good of others?”
Belief 5

Our conversation should be back and forth.
Belief 6

Conversation should be life-giving.
Life-Alienating

» moralistic judgments
» making comparisons
» making demands
» denial
» labeling others
How would your life be different if ... you walked away from gossip and verbal defamation? Let today be the day ... speak only the good you know of other people and encourage others to do the same.

Steve Maraboli
Belief 6

Conversation should be life-giving.
6 Beliefs

1. I see others as equal partners in conversations.
2. I want to hear what others have to say.
3. I believe people should have a lot of autonomy.
4. I don’t judge my conversation partners.
5. Conversation should be back and forth.
6. Conversation should be life-giving.
This quarantine life.