

Dialogue = Speaking Authentically
Actively Listening
Asking to Understand
Open to Change



Dialogue is more than just a conversation or discussion.

Dialogue refers to the process of opening up to new ideas and perspectives.

It is fundamental to the human experience and found across cultures throughout the world.

Rewards of Dialogue

understanding
connection
trust
influence
creativity
healing
transformation

Speaking Authentically

Share your own thoughts and feelings before responding to someone else.

Try to explain opinions and judgments – why you think and feel the way you do.

Acknowledge there are things you don't understand or haven't considered.

Avoid apologies and defensiveness.

Actively Listening

Suspend judgment.

Take care not to interrupt.

Allow a pause after someone speaks.

Watch for non-verbal cues.

Be aware of emotions.

Acknowledge the speaker, the emotions and the value of sharing, even if you don't agree.



Asking Questions to Understand

Ask clear, open questions, one at a time.

Avoid closed questions that assume a right answer or are leading.

Inquire further with openness and curiosity:

- *Can you say more? I am starting to understand.*
- *Can you share an example?*
- *How would...affect you?*
- *Can you tell me more about*

Open to Change, Considering Power and Privilege

Reflect on your power and privilege relative to others.

Get to know each person's story, including their privilege and their pain.

Show gratitude for vulnerability.

Check-in with your own emotions and energy.

Set healthy boundaries for what you are willing and able to give in dialogue.

Respect other people's boundaries. Allow space to process.

Check your own assumptions and norms.

Acknowledge what is beyond your understanding and experience.