

# MAKE IT SAFE



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**Directions:**

1. Read through this packet individually.
2. Discuss content as a group.
3. Write or draw a summary of the content on your chart paper.
4. Make a plan to present your topic to the full group. For example,
  - Who will present?
  - How will you engage all team members?
  - How can you make your presentation engaging for the audience?

# Make It Safe

A person needs to know two things during a difficult conversation:

1. You care about their best interests and goals.
2. You care about them as a person.

**Mutual Purpose + Mutual Respect = Safety**



Source: [Crucial Conversations: Tools for Talking When Stakes Are High](#) by Patterson, Grenny, McMillian, Switzler



2018 | 2

- The only way to eventually get to shared meaning is to make your conversation a safe place to talk about almost anything.
- During difficult conversations, especially when things get tough, we sometimes think the *content* of our message is the problem, so we may begin to water it down or even worse, avoid it completely.
- However, if your intentions are right and you actively work to make it safe for the other person, you can talk to almost anyone about almost anything! So, how do you make it safe?
- The person you are talking to has to know you care about their best interests and goals, so in other words, you have a mutual purpose, and they have to know that you care about them as a person, so you have mutual respect. Together, mutual purpose and mutual respect cause the other person to relax and meaningfully listen and respond.