
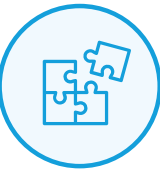
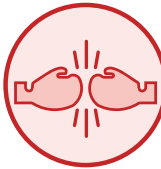







# Workplace Conversations

Gamesmanship	v.	High-Quality Making-Meaning Conversations
	<b>MINDSET</b>	
Collaboration is transactional		Collaboration is relational
Collaboration is competitive; zero-sum game		Collaboration is seeking to understand others & seeking to be understood in the pursuit of excellence
	<b>BEHAVIORS</b>	
Self-centeredness		Humility
Wandering Mind		A Quiet Mind
Be disrespectful		Be kind & caring
Close-minded		Open-minded
Being reactive & judgmental		Pausing and reflecting
Listening to confirm		Listening to learn—to clarify
“Yes, but”		“Yes, and”
Telling—advocating		Asking learning questions
Multi-tasking		Being fully present
Timidity		Courage to explore

Gamesmanship	v.	High-Quality Making-Meaning Conversations
	<b>GOALS</b>	
Play cards close to the chest		Transparency, authenticity and candor
Minimize personal “losses”		Optimizing an Idea Meritocracy
Optimize looking good personally		Optimizing Collective Intelligence
Being good at knowing		Being good at “not knowing”
	<b>EMOTIONAL STATE</b>	
Negative emotional state		Positive emotional state
Emotions do not belong in the workplace		Positively Emotionally connect & relate with others
Fearful of looking bad or being hurt		I trust my team members—I feel safe
Ego: Big Me		“Otherness”: Big We
Being defensive		Being One with others
Cautious—being risk adverse		Having the courage to explore
Stressed		Inner Peace—calmness—stillness