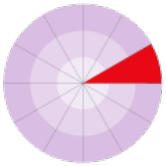

CONNECT

No one can whistle a symphony. It takes a whole orchestra to play it.

- Mark Sanborn

INVOLVE PEOPLE IN CONVERSATIONS

Involve people in conversations is one of the behaviors that is part of the Connect style of the Sphere of Influence 360˚.

Just like it takes a whole orchestra to play a symphony, it takes input from all team members to get the most out of a situation. Collective intelligence is highest when there is equal participation during meetings; where everybody not only speaks and participates but actively listens and adapts.

Speaking up can be challenging for some people. On the next page you find two exercises about how you can help these people join in more frequently during meetings.

EXERCISE: ANALYSE YOUR TEAM MEETINGS

Identify which team members actively join the conversation and which are more reluctant. Maybe you have a rough idea already, but we challenge you to really observe your team members during meetings. Indicate how they participate in the table below.

Don't forget to include yourself!!

PEOPLE WHO MOSTLY FOLLOW DURING MEETINGS	PEOPLE WHO FIND A BALANCE BETWEEN FOLLOWING AND LEADING	PEOPLE WHO MOSTLY LEAD DURING MEETINGS
•	•	•
•	•	•
•	•	•
•	•	•
•	•	•
•	•	•
•	•	•
•	•	•
•	•	•
•	•	•
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•	•	•

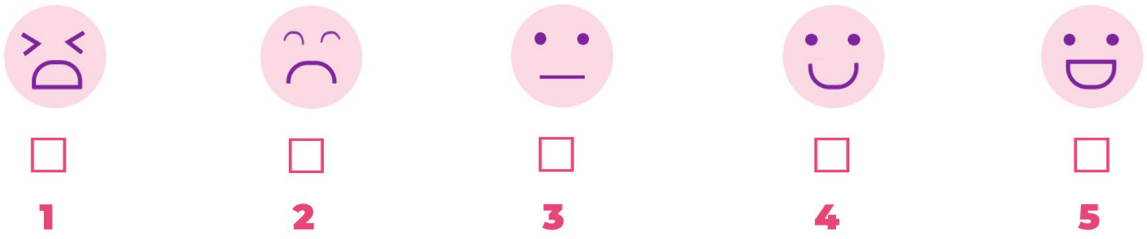
EXAMPLE SENTENCES: INVITE PEOPLE TO JOIN

In the previous exercise you identified which of your team members are more reluctant during meetings. The next step is to invite these people to participate more.

Be aware!! Don't put them on the spot when the situation is too challenging. For example, when there is a heated discussions or the stakes are high. Instead, involve them when the subject is close to their expertise or when you know it is a subject they feel comfortable with.

In the speech bubbles below you can find examples of sentences you can use to invite team members who usually hold back to join the conversation.

EVALUATION: What was the effect of involving people in conversations?



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What did you learn? What insights did you gain?
What went successful? What would you do the same again?
What can you do to improve your performance?
What is your next step?