

CONNECT

Involve People In Conversations



Involve people in conversations is one of the Connect style behaviors in the Sphere of Influence 360°.

Just as 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 will find two exercises that you can use to help these people join in more frequently during meetings.




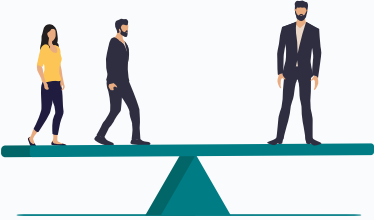

**“No one can whistle
a symphony. It takes
a whole orchestra
to play it.”**

- Mark Sanborn

Exercise: Analyse your team meetings

Identify which team members actively join conversations and which are more reluctant. Maybe you have a rough idea already, but we challenge you to truly observe your team members during meetings. Note down 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
		

Example Sentences: Invite people to join

In the previous exercise, you identified team members who are more reluctant to participate 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 discussion, 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 example sentences to use when inviting team members who usually hold back from joining the conversation.



“Do you have anything to add?”

“What do you think?”

“Can you share your thoughts?”

Evaluation:

What was the impact of your involving people in conversations?



1



2



3



4



5

What did you learn? What insights did you gain?

What went well? What would you repeat?

What can you do to improve your performance?

What is your next step?