

Be generous. Be curious.

Be brave. Be kind.

Be brave & generous

Difficult conversations are the best. They're where growth happens. Where reflection becomes action. And difficult conversations don't have to be about delivering shitty feedback.

A rumble is a commitment to lean into vulnerability, to stay curious and generous, to grapple with the messy process of breaking and remaking something. To listen to each other with the same passion with which we want to be heard.

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Difficult conversations are the best. They're where growth happens. Where reflection becomes action. And difficult conversations don't have to be about delivering shitty feedback.

What isn't being said here that might change this conversation significantly? How am I complicit in creating an environment or dynamic I don't like? How might we show up differently for each other?

Start with a posture of curiosity & generous intent.

How might this play out if I accept that everyone is doing the best they can?

How might I show up in a way that brings out the best in others?

If working in this team (or relationship) was the challenge we've been set, how might we approach this differently?

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Exploring the dynamic.

What might be gained by each explaining our experience of working in this dynamic?

What do we all want to get out of this relationship collectively and individually? What does the business need to get out of it?

What would a high performing version of our team look like?

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Setting an explicit intent.

What isn't being said here that might change this conversation significantly?

How am I complicit in creating an environment or dynamic I don't like?

How might we show up differently for each other?

What if we set a commitment as a team? What might that look like?

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