

## *Preparing for Difficult Conversations*

**Purpose:** Help leaders lead difficult conversations from coherence rather than reactivity.

**1) A conversation I'm anticipating or avoiding is:**

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**2) When I think about this conversation, I notice:**

- tension
- urgency
- defensiveness
- avoidance
- uncertainty
- steadiness

**3) My default reaction in similar conversations is to:**

- push through
- soften too much
- over-explain
- withdraw
- become directive

**4) The quality I most want to bring into this conversation is:**  
(e.g. steadiness, clarity, openness, firmness)

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**5) One reminder I'll carry into the conversation is:**

“I don't need to fix this — I need to stay present.”

*Difficult conversations don't need control.  
They need capacity.*