Practice! Use the fishbowl or conversation circle models to have conversations within your team in a structured way.

Fishbowl:

This roleplaying activity allows the team to play out a variety of scenarios and creates the space for people to try out different responses and think through many perspectives. This can allow a team to be prepared for future situations or think through how to address current issues.

1) Select a topic that is affecting your team: "technology at work", "mentorship vs. management" or "workplace culture".
2) Have two individuals volunteer to be the "fish". They will be roleplaying a conversation on the topic.
3) Select a facilitator/moderator. This person will act as the "remote" of the conversation allowing for other members of the team to share their perspective or ask a question.
4) Set a timer between 10 and 20 minutes.
5) Provide a few questions to prompt the conversation.
6) The two "fish" will be in the middle of the room with the other members of the team surrounding them.
7) Allow time for both "fish" to hold the conversation and other members to participate.
8) If in a small group, you can allow the other members to tap one of the "fish" **out** of the bowl and place themselves **in** as the other "fish" in the conversation.

Conversation circles:

This activity is a fun way to engage everyone in many topics quickly.

1) Prepare a series of questions.
2) Allow 2 – 4 min per question.
3) Split the team in half "inner circle" and "outer circle".
4) Arrange the team in their circles facing each other.
5) Start with the first question, when the timer goes off have one of the circles move three people the left or right.
6) Repeat step 5 for all the questions.

Research! It's always good to learn more about what the research is saying, these articles are just a start!

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