



Article

# Three questions for meaningful team conversations

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## Three questions for meaningful team conversations

This simple approach brings focus and depth to team or small group discussions. The three questions are:

1. What makes this issue meaningful for me? This is about giving everyone a chance, individually, to reflect upon and share their experiences, hopes and concerns about the issue.
2. What makes this issue meaningful for us? This is about bringing out the commonalities and acknowledging/ valuing individual perspectives.
3. What do we want to do about it? Agreeing a common sense of purpose or direction, and clear actions that emerge from that.

The three question conversation can be facilitated by a team coach, by the team leader, or by the team collectively.

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