



# STEPPING STOOL

*Coaching by Leah Zimmerman*

Go to File then select "Make a copy. Do the work on your own copy and save it to your computer.

## Preparation Guide For Hard Conversations

### Step 1: Recognize What's At Stake

A) What are you fighting for and why does it matter to you?

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B) Use this online emotion wheel to find words that best describe how you are feeling. Feel free to add anything else.

<https://www.visualcapitalist.com/a-visual-guide-to-human-emotion/>

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## Step 1 continued...

C) What is the deep need that you need met? Use this Need guide to help you better understand and find your top needs:

<https://baynvc.org/list-of-needs/>

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## Step 2: Get Curious about the Other

A) What do you think is at stake for the other person? What are they fighting for?

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B) Use the feelings and needs chart to anticipate their needs and how they may be feeling about the issue at stake.

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## Step 3 Prepare Your Presence

A) Think of someone whose communication, leadership and presence you admire. Write about the person and what you admire about them.

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B) Now think about what it would be like if you could show up in this upcoming conversation like the person that you admire?

Write descriptive words about how you might feel and act.

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## Step 3: Insights

Tap into your inner wisdom. What insights have come up for you so far? How will those insights inform future actions?

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## Step 4: Outcomes

Go ahead and dream for a moment. In your ideal scenario how does this conflict resolve for you?

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## Next Steps:

Schedule your safe conversation (complimentary) with Leah to share your insights and take things to the next step.

<https://steppingstoolcoaching.com/schedule-your-safe-conversation/>