



# EXERCISE: WRITE YOUR OWN ORGANIZING CONVERSATION

Choose a real issue from your own workplace: \_\_\_\_\_

Choose a possible action you might organize to address it: \_\_\_\_\_

Choose a real co-worker: \_\_\_\_\_

Imagine you're going to approach him or her about joining you in action. You want to cover all the bases of a good organizing conversation. What questions would you ask at each step?

**1. Discover the issues.** Ask questions to learn what your co-worker cares about. Make your questions open-ended.

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**2. Agitate.** React to what she tells you, and ask follow-up questions. Help the other person feel she has permission to be angry.

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**3. Lay the blame.** Get her talking about who's responsible.

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**4. Make a plan to win.** How could you use your power in numbers to make your problem into a problem for the decision-maker?

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**5. Get a commitment.** Ask the member to be part of the solution by taking a specific action.

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**6. Inoculate and re-commit.** Does your co-worker know what she's getting into? Help her develop an immunity to management's attacks.

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**7. Set a follow-up plan.** Agree on the next step, and when you'll check back in.

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