EXERCISE: WRITE YOUR OWN ORGANIZING CONVERSATION

Issue:
Action:
Co-worker:

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

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

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

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?

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

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

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