

Conversing with the Adult

TOWARD >

Overview

In this workshop, you will hone your competence in giving and receiving feedback. You will also develop skills in relation to state management and emotional control.

For example, noticing how stress might impact you, noticing stress in others and managing moments of tension constructively. These concepts will be grounded in the context of a development, or a review conversation you might have on a (bi)annual basis.

Feedback, development, or review-style conversations can sometimes be tricky. They are often laced with a little bit of nervousness or anxiety, both in the person who is the subject of the review, and the person conducting it. Unfortunately, this can often result in slightly awkward or clunky conversations that can leave both parties a little dissatisfied. Or frustrated.

In this workshop we want to support you to identify some of the ways you can manage your internal, physical state, your inner dialogue, and your emotional energy, so that you can show up, in the moment, in a way that is resourceful and productive in these types of interactions.

We'll introduce some language from a psychological model called Transactional Analysis, which many of you might be aware of, and discuss the implications for how this model sheds light on how we view and communicate with each other.

We want this workshop to be grounded in experience and practical, so that you can take the learning away immediately and begin implementing it. There will therefore be ample time to engage in, and practice, 'review-type' conversations with colleagues in the workshop, during which you will give and receive live feedback.

Our hope and intention is that you leave the workshop having 'checked-in' with, and learnt more about yourself regarding your internal state, tested some new tools and skills, and that you feel increasingly confident and assured in your approach to conducting review conversations.