
What is a One-on-One (1:1) Relational Meeting

I. WHAT IS A 1:1 MEETING?

A relational meeting is a 30-minute face-to-face meeting with the purpose of establishing or deepening a public relationship. You are looking for people with potential to be leaders and who want to become involved.

II. WHY DO 1:1 MEETINGS?

Relational meetings are the building blocks for developing the relationships needed to bring improvements to our congregations and communities. We do relational meetings in order to:

- Spot leaders and identify people with talent/potential.
- Discover people's interests and identify issues they would be willing to act on.
- Develop fruitful relationships with people whose interests are met through organizing.
- Find other people to do 1:1 meetings with.

III. 1:1 MEETINGS WITH WHOM?

Relational meetings should be done with people who are leaders or have leadership potential; those who are actively involved in their community; people who strike you as interesting.

Steps of a One-on-One (1:1) Relational Meeting

I. OPENING/CREDENTIAL

Start out by giving your credential (which congregation/organization you represent and/or the name of the person who referred you) and state why you wanted to meet.

II. BREAKING THE ICE

It doesn't work well to rush into a question like, "What do you worry about for yourself and your family?" Start with easier questions that get the conversation going, like: "How long have you lived here?" "Where do you work and what is that like?" "Where do your children go to school?"

III. DISCOVER THE PERSON'S INTERESTS & CONNECTIONS

Now you want to find out the person's self-interests. Self-interests are the things that are most important to a person concerning his or her family, community, and job. There are many ways to discover people's self-interests, and you should develop your own style. You can lead with your own story or ask probing questions, such as: "What is important to you?" "Why do you do what you do?" "Who are you connected to?" "What is your vision for your congregation/organization/community?"

Find out if the person is a doer or a complainer. If you hit a sensitive area, ask permission to ask more about it. Be willing to agitate to see how thoughtfully the person reacts: "Why haven't you done something about these concerns that you have?"

IV. CLOSING/PROPOSAL OF NEXT STEPS

After you have learned more about what motivates the person, decide if there are any points of common interest. You may want to propose some next step, such as, "After I talk to more people can I talk to you again?" You also might propose that the person take some action connected to his/her self-interests, like attending a meeting or training.

V. EVALUATION

Afterwards, spend a few minutes reflecting on the meeting. Ask yourself:

- Is this person a leader? What is this person's potential to become a leader? What about this his/her story, actions, thoughtfulness, anger makes me feel this or not?
- What is this person's top interest? What is he/she willing to take action on?
- Who is this person connected to (in positive or negative ways)? Who do you want to introduce this person to?
- How did you do in the 1:1? What questions might you have asked to learn more about the person's self-interests and story?