

One-to-One

A One-to-One is a natural but uncommon conversation. It is a tool whose purpose is to build healthy, dynamic, relevant communities based on common values and mutual self-interests. These communities may not already be intact, and may require a disciplined commitment of resources, but they have the potential to make their values reflected in their associations and the world.

The goals of a One-to-One are to identify other leaders; to understand their hopes and concerns for themselves, their congregation and the broader public arena; and to estimate which of these they would be willing to act upon in concert with others.

A One-to-One (1-1) has four objectives (in order of importance):

1. Build a relationship
 - * “public” not “private”
2. Discover self-interests
 - * motivation, passion, ambition, fears, obstacles
3. Provide clarity
 - * why?
4. Obtain information
 - * lowest priority

1-1's require two qualities: curiosity (respectful and probing) and courage (able to see an “other” and suspend judgment).

1-1's are not confidential (use common sense and respect privacy, however). This is not therapy, sales or a needs assessment.

1-1's are structured conversations: scheduled in advance for 30-45 minutes; start and end on time; observe the 30/70 rule; notes are taken afterwards.

Areas to explore in a 1-1:

- | | | | |
|----------------|--------------------|----------------|----------------|
| * life story | * family | * occupation | * avocation |
| * faith | * politics | * associations | * neighborhood |
| * congregation | * plans for future | * obstacles | * gifts |

Evaluating your 1-1:

1. Was I accountable for the time and focus? Did I observe the 30/70 rule?
2. Was I curious and courageous – what was the greatest risk I took?
3. What area did I explore in greatest depth? What self-interests did I discover?
4. Were there any areas I backed away from? Why? Do I want a follow-up visit?

One-to-One

5. What did I learn about myself?

REPORTING FORM

Visitor: _____ Date of Visit: _____

Person visited: _____ Phone _____

Address: _____

Relationship to congregation: (member, former member, neighbor, etc.) _____

What brought them to this congregation? What self-interests keep them here?

What is missing from this congregation?
What would they like to see happen here?

What self-interested concerns about the community were identified?

Talents and/or passions of the person visited.

Stories: