# *PAIRS*: EFFECTIVE DIALOGUE SKILLS

P: PAN the environment and yourself; describe what you notice or engage others based on what you see (Pay Attention Now)

* I’m noticing I’m feeling...anyone else?
* I noticed how quiet everyone got; I’m wondering what is going on for folks?
* It seems some people were impacted by that statement, am I right?
* I’m noticing you’re speaking with a lot of energy and emotion…
* I’m noticing that people get interrupted as they try to share...
* You seemed to have a reaction to what I just said...

A: ASK about the specifics behind the person’s comment or behavior

* Could you say more about that…Tell me more...
* Can you give us an example of what you’re saying?
* Help me understand what you meant by that?
* What were you hoping to communicate with that comment?
* Can you help me understand what your intent was when you said/did \_\_\_?
* Can you give me some background on this situation?
* How were you impacted when \_\_\_? What were you feeling when\_\_\_?

I: INTERRUPT the dynamics

* Let’s slow down the conversation and talk about what just happened…
* I’m going to interrupt and try a different approach to this conversation…
* We are not engaging according to our group norms.
* Let’s take a breath…
* Can we take an equity pause?

R: RELATE to the person or their comment/behavior

* I relate to what you’re saying, I \_\_\_. I have felt the same way...
* I remember a time when I... I did the exact same thing...
* How do others relate to that comment?
* What you’re saying seems to relate to what so-and-so just said…

S: SHARE about yourself ~ self-disclose with a story or example; your feelings in the moment; the impact of a comment or behavior, etc.

* When I hear you say that I think/feel \_\_\_>
* Just last week I... I remember when I...
* I was socialized to believe...
* I’m beginning to feel \_\_\_\_...
* My heart aches as you tell that story...
* I notice I’m feeling a little triggered...

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