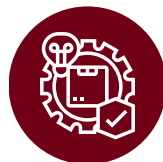


# 4 TIPS

## For starting a conversation about change



### GET ORGANIZED

Do you have specific research you need to share? Collect it all before you sit down.



### OPEN ENDED QUESTION

Begin by stating the concern, and asking how they are feeling about it.



### GET READY TO LISTEN

Don't interrupt, don't listen to speak. Slow down and just LISTEN.



### ASK PERMISSION

Before you share your ideas, thoughts or research, ask permission. This helps keep them in the driver's seat.