

1:1 training guide –practicing building relationships

This is a worthwhile exercise for a whole group or at least its leadership team to help them build their 1:1 skills and develop deeper relationships with one another.

goals

- Practice the art of the 1-to-1 conversation by using probing questions to discern shared values based on learning each other’s stories, to identify each other’s interests, and to discover resources that could address those interests.
- Discern values your team shares, interests it has in common, and resources at its disposal.

agenda - total time: 50 min

1.	Choose a timekeeper and note-taker. Review the agenda below.	5 min
2.	<p>Break into pairs. Practice a 1-on-1.</p> <p>8 min. The organizer builds a relationship with the organizee. Ask questions but don’t make it an interview! Share your life too. Don’t extract information; build relationships while focusing on drawing out common values, shared interests and potential resources that can support your team’s campaign. Make a clear ask that is related to your team’s campaign.</p> <p>2 min. The organizee provides feedback for the organizer. How did you feel? Did you feel “networked” or manipulated? Or did you feel that the organizer was actually building a relationship with you? What did the organizer do well? How can the organizer improve?</p> <p>After 10 minutes switch roles</p> <p><i>Listen carefully and write these down for later:</i></p> <ul style="list-style-type: none"> • Your common values 	25 min



	<ul style="list-style-type: none">• Your shared interests• Your skills and resources <p>Make a specific commitment to each other.</p>				
3.	<p>Get to know your team.</p> <p>Each pair reports back on the following four questions (3-4 min. for each pair for a group of 6):</p> <ul style="list-style-type: none">• What did you learn about values that you share?• What did you learn about common motivating interests you may have?• What did you learn about the resources of your partner that can support your project?• Ask your note-taker to record these on flipchart paper for your whole team like this: <table border="1" data-bbox="305 1031 1208 1119"><tr><td>Our Common Values</td><td>Our Shared Interests</td><td>Our Unique Resources</td></tr></table>	Our Common Values	Our Shared Interests	Our Unique Resources	15 min
Our Common Values	Our Shared Interests	Our Unique Resources			
4.	<p>Summarize your key learnings from this exercise.</p> <p>What are you taking away? Select someone to report back to the larger group.</p>	5 min			

This includes excerpts from Marshall Ganz, the New Organizing Institute, and the Obama campaign's training resources on 1:1s and relationship building.

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