



# THE GLOBAL EXCHANGE CONFERENCE 2022

The Discipline of Conscious Conversation

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## Proposition #1

The primary determinant of the quality of teamwork is the quality of the team's collective conversation.



Einstein: We cannot solve our problems with the same thinking *(and types of conversations)* we used when we were creating them.

*(Italics mine)*

## Proposition #2

The persistence and exacerbation of all our social ills are a result of the unconscious rules built into, and sabotaging, our ‘problem solving’ conversations.

Continued...

## Proposition #2 cont'd

And...If team members, while seeking healing solutions for our social ills, are unconsciously under the sway of those same rules that cause the persistence and exacerbation of these ills, well...not a great recipe for success.

# Types of Conversations

Downloading

Fact Finding

Debating/Defending

Arguing/Fighting

Dialogue



# Dialogue Characteristics

Listening +

Curious/Genuine Interest

Empathic

Suspend Judgment

Discovering (Not Knowing)

Seeking Understanding

Preserving Human-to-Human Connection



# Question:

What makes giving feedback about dialogue disruption difficult, ineffective, or impossible?

# Answer: Defensiveness

- What is it?
- Where does it come from?
- How do you know it's happening in self/other?

# Basic Human Interpersonal Needs

To belong

To be seen

To be valued

To have power/agency

To master

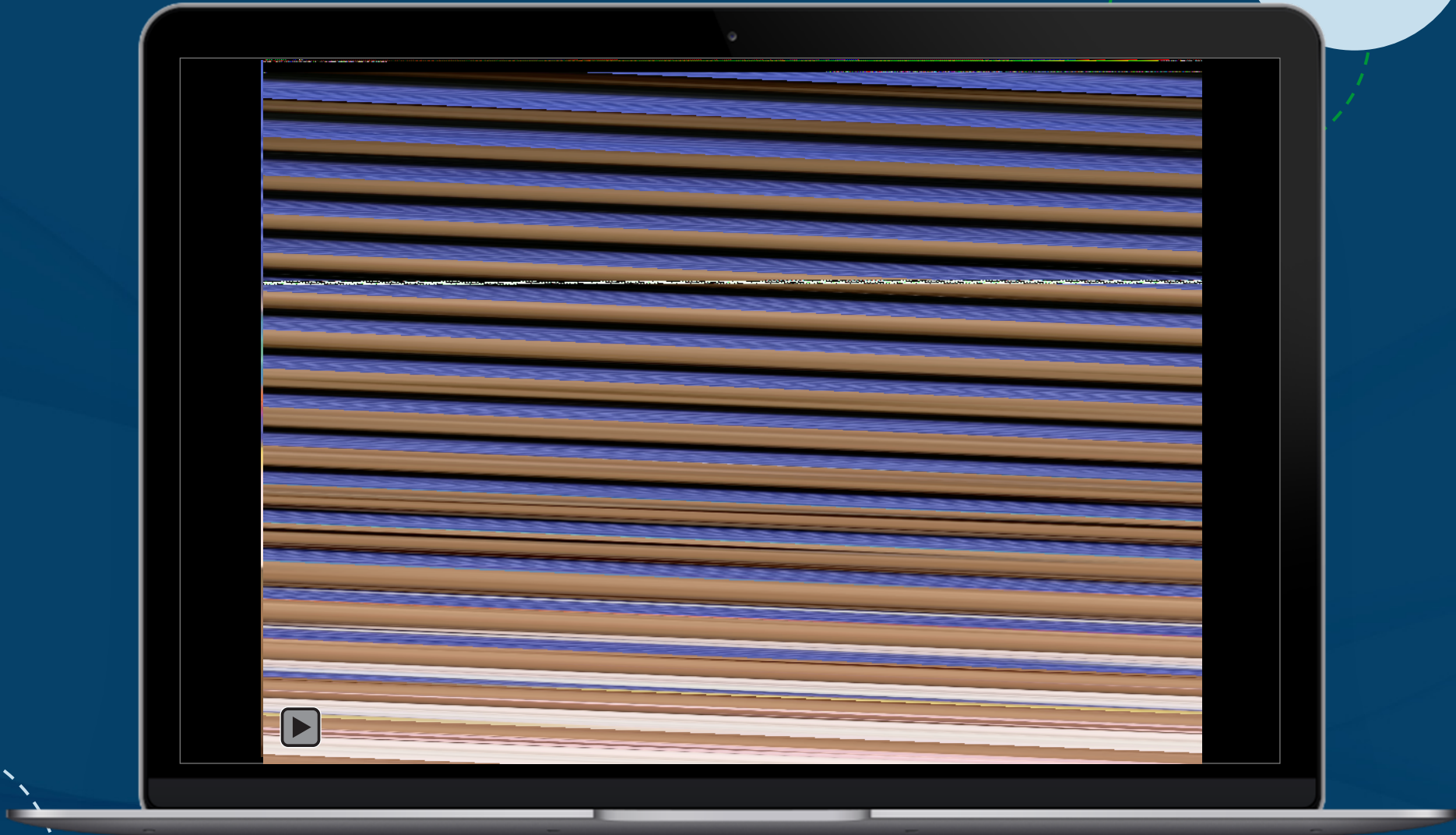
To have purpose and meaning

**Dependency/Love**  
**vs.**  
**Autonomy/Integrity**



# Still Face Experiment

Video



# The Ego and Its Interpersonal Survival Strategies

- The ego's job
- Two main classes/lots of types
- The problem





# What is a Human Being?

- Well-adjusted versus  
Fully-accessed



# Qualities of a Fully-Accessed Human Being

- Ease
- Inherent Value
- Compassion
- Clarity
- Creative
- Intuitive
- Insightful
- Self-reflective
- Conscious of unconsciousness
- Discoverer
- Objective
- Responsive
- Confident in Self
- Emotionally intelligent
- Full
- Safe
- Joyous
- Respectful
- Loving
- Connected
- Self-led

# Defensiveness Re-visited

- Good self/Bad self
- Types of defenses
- The inner feel of defensiveness



# Interpersonal Safety in Collective Conversations

- What is it?
- How to create it?
- Feedback format for expanding conversational awareness and power

# Guidelines for Master Practice Feedback Exercise

01

Think of 1 to 3 ways you enhanced the consciousness, authenticity, and openness of your group's collective conversations. Be specific; give examples

02

Think of 1 to 3 ways in which you limited or closed down the consciousness, authenticity, and openness of your group's collective conversations. Be specific; give examples. Include a description of how you would be willing to support a change process in yourself and what help you could use from the other members to effect this change.

cont'd...

# Guidelines for Master Practice Feedback Exercise, cont'd

03

Think of 1 to 3 ways that each other member of the team enhanced consciousness, authenticity, and openness of your group's collective conversations. Be specific; give examples.

04

Think of 1 to 3 ways that each of the other members of the team limited or closed down consciousness, authenticity, and openness of your group's collective conversations. Be specific; give examples. Include a description of how you would be willing to support a change process in each instance.

# Additional Resources



**DrLouCox.com**



- **Downloads**
- **Additional Suggested Reading Resources**
- **Other information**

# Thank You

