

Conscious Communication

A framework that proposes a positive operationalization of power through deep listening, meaningful dialogue, and purposeful direction.



RELATIONSHIP

Deep Listening

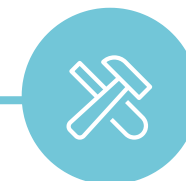
Empathizing, holding safe (non-judgmental) space, asking powerful questions, being compassionately present.

Meaningful Dialogue

Moving from judgment to observation, identifying needs and values, clearing assumptions, engaging in meaningful feedback.

Purposeful Direction

Establishing context, clarity, and connection, sensing at-risk vs at-stake behaviours, being aware of relational up/down power dynamics.



TASK

OFNR

A tool for consciously and effectively communicating in a way that generates understanding, connection, and clear paths forward.



OBSERVATIONS

When I saw, heard,
read _____.

Not a:

- Judgement
- Evaluation
- Criticism



FEELINGS

I felt/feel
_____.

Not a:

- Thought
- Interpretation
- Accusation



NEEDS

Because
need/value _____ I

Not a:

- Strategy
- Goal
- Outcome



REQUESTS

Would you be
willing to _____.

Not a:

- Demand
- Threat
- Command