



Creating Out Loud

Working Agreements for Courageous Conversations

This Discussion Guide supports the first of two foundational sessions in the Creating Out Loud program. Use it in both the Topic-Based & Goal-Focused programs – as a stand-alone meeting or combined with the Building Community guide.

Purpose

Circle members will work together to lay the foundations for future conversations by:

- reflecting on your previous experiences with small groups,
- sharing what you need to participate fully in this circle, and
- jointly developing a Working Agreement

Agenda

Suggested Timing: 1 Hour

Activities:

1. Being Here (15 minutes)
 - Acknowledging Country (5 minutes)
 - Personal introductions 10 minutes)
2. Read or review (10 minutes)
 - Courageous Conversations
 - Working Agreements
3. Individual reflection (5 minutes)
4. Group Discussion (25 minutes)
 - Building Relationships
5. What Next? (5 minutes)

1. Being Here

- Acknowledge the Traditional Custodians of the lands on which you are meeting.
- Share your name and current involvement in the arts & culture sector.

2.1. Courageous Conversations

Creating Out Loud invites you to have big, expansive, courageous conversations.

Some general principles for courageous conversations include:

- Wisdom is in the group
- Set your own pace
- Maintain confidentiality
- Hold space for difference
- Be curious
- Listen
- Let things get messy
- Be compassionate

Set up the best conditions for courageous conversations in your circle, by:

- creating a Working Agreement, and
- helping circle members settle into – and know what to expect from – each conversation.

2.2. Working Agreements

Working agreements foster safety and promote learning by making explicit how circle members will interact with each other.

Working agreements should include both

- general expectations (e.g., maintaining confidentiality), and
- practical expectations (e.g., details about when, where, how often and for how long your circle will meet).

3. Individual Reflection

Based on your past experiences with small groups, identify what you need to bring the best version of yourself to this circle.

4. Group Discussion

- Share your reflections, and listen to fellow circle members' experiences.
- Jointly create a Working Agreement for your circle, and make sure everyone has a copy of it.

5. What Next?

Name one step you plan take after this meeting. Possible steps include finding out more about the Traditional Custodians of the lands on which you work.

Where can I access the program?

All Creating Out Loud materials are free to download from the program website: <https://creatingoutloud.business.uq.edu.au/>