



# Working Agreements for Courageous Conversations

Open the Creating Out Loud  
“Working Agreements for Courageous  
Conversations” Discussion Guide



# Agenda

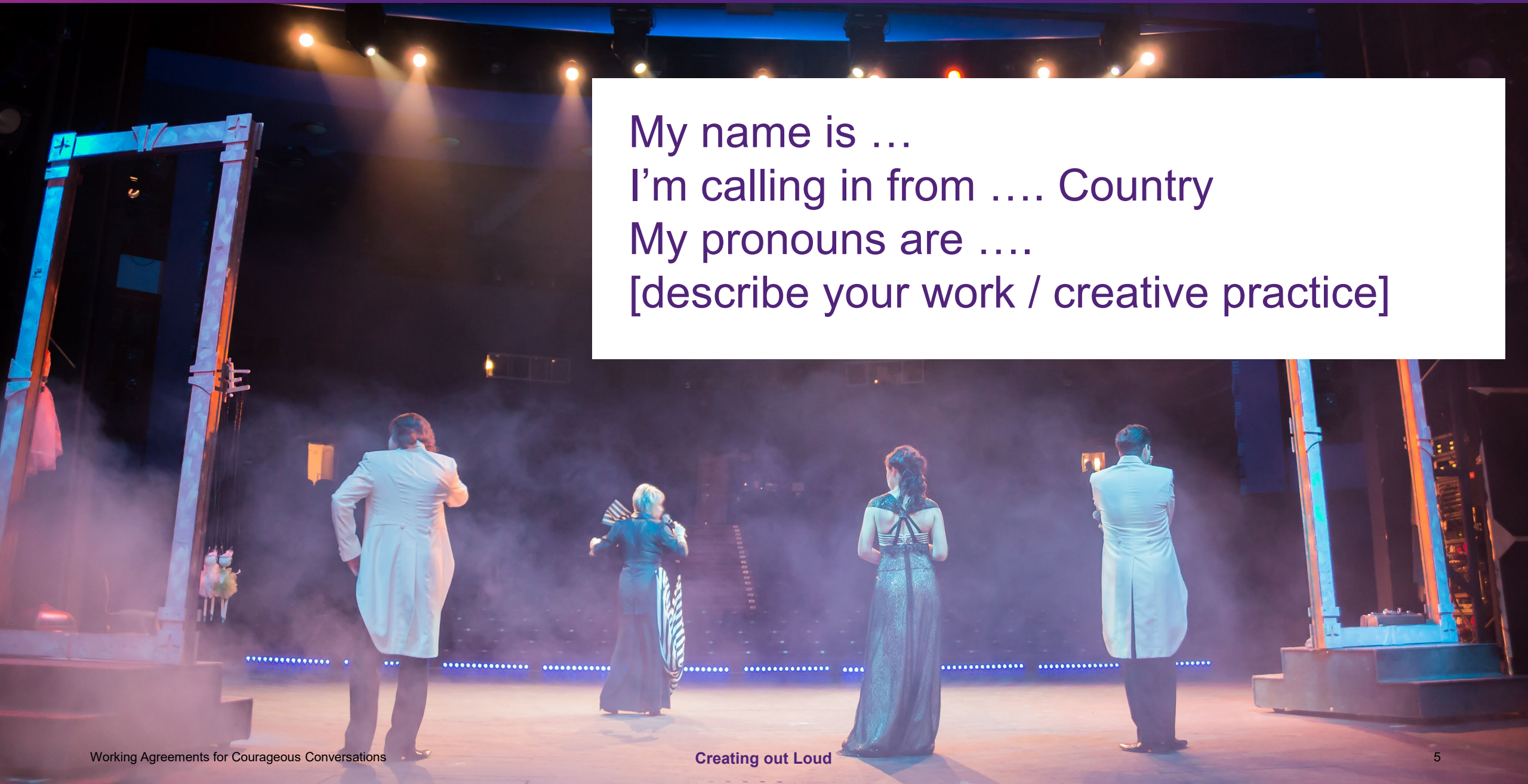
1. Being here
  - Acknowledging Country
  - Personal introductions
2. Briefly read or review:
  - Courageous Conversations
  - Working Agreements
3. Individual reflection
4. Group discussion
5. What next?

# Acknowledgement of **Country**

- The University of Queensland (UQ) acknowledges the Traditional Owners and their custodianship of the lands on which we meet.
- We pay our respects to their Ancestors and their descendants, who continue cultural and spiritual connections to Country.
- We recognise their valuable contributions to Australian and global society.



My name is ...  
I'm calling in from .... Country  
My pronouns are ....  
[describe your work / creative practice]



# Courageous conversations

Rethinking important questions

Taking risks

Possibility of mistakes

Reaching new realizations





The wisdom is  
in the group



Set your own  
pace

Maintain  
confidentiality

# Hold space for difference



Be curious

**“Listening is a magnetic and strange thing, a creative force...**

**When we are listened to, it creates us, makes us unfold and expand.”**





When things  
get messy...

# Compassion

A photograph of three people in a kitchen setting. A woman with long dark hair, wearing a grey knit beanie and a grey cardigan, is leaning over a table. A man with a beard, wearing a striped beanie and a dark jacket, is looking at a laptop screen. A woman with brown hair is seen from the back, also looking at the laptop. The background shows kitchen cabinets and a microwave.

## Develop a Working Agreement for your circle

- ✓ map your shared expectations
- ✓ include general AND logistical points
- ✓ optional: choose a facilitator / timekeeper for next week

## General expectations

- confidentiality
- authenticity
- openness
- respect
- non-judgement
- constructive mindset
- two-way sharing
- listening deeply to each other
- take care of one another's vulnerability

## Practical expectations

- commit to the group process
- turn off cell phones
- be on time
- check before inviting anyone new to join the circle
- specific details about when, where, how often, for how long the circle will meet
- whether / how circle members will stay in touch between meetings
- what to do if you can't attend a session

# Individual reflection

**Think about your past experiences of working with others in a small group.**

- What helps you do your best work in a group?
- What has worked well for you in past groups?
- If past groups have not worked well, how might this peer coaching circle be better?
- What do you need, in order to participate fully and bring the best version of yourself to these sessions?



# Group discussion

**Share your reflections, and listen to others' experiences.**

- Jointly develop a set of general and practical expectations that all circle members can agree on.
- It often helps if one person writes down your Working Agreement, and sends a copy to everyone else after the meeting.





## What one step will you take before the next meeting?

- ✓ a specific action
- ✓ may build on content from today's session  
OR make progress towards your own personal / professional goal(s)
- ✓ your circle will ask you about it next week



THE UNIVERSITY  
OF QUEENSLAND  
AUSTRALIA

CREATE CHANGE

# Thank you

Dr Kate Power  
Business School  
kate.power@uq.edu.au

<https://creatingoutloud.business.uq.edu.au/>



power\_kate



[www.linkedin.com/in/kate-power-18125630/](https://www.linkedin.com/in/kate-power-18125630/)

