

# 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.	<b>Choose a timekeeper and note-taker. Review the agenda below.</b>	5 min
2.	<p><b>Break into pairs. Practice a 1-on-1.</b></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"> <li>• Your common values</li> </ul>	25 min



	<ul style="list-style-type: none"><li>• Your shared interests</li><li>• Your skills and resources</li></ul> <p>Make a specific commitment to each other.</p>				
<b>3.</b>	<p><b>Get to know your team.</b></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"><li>• What did you learn about values that you share?</li><li>• What did you learn about common motivating interests you may have?</li><li>• What did you learn about the resources of your partner that can support your project?</li><li>• Ask your note-taker to record these on flipchart paper for your whole team like this:</li></ul> <table border="1" data-bbox="303 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			
<b>4.</b>	<p><b>Summarize your key learnings from this exercise.</b></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.*

*Updated: January 2020*