



## SPARK Sentence Stems For Inclusive Conversations

When you're curious and genuinely open to hearing more:

- Can you share more about why you said\_\_\_ or what you mean by\_\_\_?
- Help me understand how you see it.
- I hear your concern about\_\_\_. Tell me more.
- What I heard you say was\_\_\_. Did I get that right?

When you aren't aligned and want to offer another lens:

- Are you open to hearing another perspective?
- I see things differently. Help me understand your perspective.
- I know we both care about\_\_\_. Let's see if we can find a way that allows both of us to be heard.
- When you said\_\_\_ it really impacted me.
- Through my eyes, my experiences have led me to believe\_\_\_.

When/if tension is taking over (and you are activated):

- *Take a deep breath to regulate your body (count to 4)*
- I care about our relationship, and I don't want this to sever things. Let's take a pause.
- I believe it's possible to respect our differences. I need to take some time and come back to this.
- I need to think about that more...let's put a pin in this conversation and talk again tomorrow.

Phrases and behaviors that can shut down conversations instead of opening up possibilities:

- "Yes, but..." ("yes, AND" opens the door to another way)
- "You're wrong"
- "I don't believe you"
- "You will never understand"
- "You're not listening"