

Conversations

HOPEFUL AND HONEST

PURPOSE:

To build emotional maturity and collective resilience by helping teams explore truth and possibility at the same time.

Time: 45 minutes

Ideal group size: 3–8 people

When to use: After a difficult project phase, during transition, or when energy and motivation feel low.

STEP-BY-STEP

FRAME THE CONVERSATION

Introduce it like this:

“Every great team needs two forces to grow — honesty about what is real, and hope for what could be. Today we’ll hold both.”

Set the tone: no defensiveness, no fixing, no blame. The goal is understanding, not agreement.

INDIVIDUAL REFLECTION 10MIN

Invite each person to journal their answers to these paired prompts:

HONESTY PROMPTS

- What truth about our team or work feels uncomfortable but important to name?
- What part of our current situation is of our own making?
- Where have we drifted from our purpose or values?
- What is one behaviour or habit that is keeping us stuck?

Why it works: This conversation helps teams replace avoidance with clarity and cynicism with belief. It strengthens trust, balances emotional tone, and moves reflection from analysis to action.

HOPE PROMPTS

- What is still strong or worth building on here?
- Where have we grown or improved without realising it?
- What do we believe is possible if we bring our best to this?
- What new story about our future would we love to make true?

SMALL GROUP SHARING 20MIN

In pairs or trios, share one honest truth and one hopeful insight.

The only rule: listen without interrupting or debating.

You can use this optional question:

- *“What did I hear that opened my eyes rather than closed my heart?”*

WHOLE TEAM REFLECTION 15MIN

Bring everyone together and explore:

- What themes are emerging from what we’ve shared?
- What truths need to be faced together?
- What gives us genuine hope — not blind optimism, but grounded belief?
- What would it look like if honesty and hope guided our next decisions?

CLOSE WITH COMMITMENT

Each person names one action they can take that represents both hope and honesty — something small, specific, and personal.