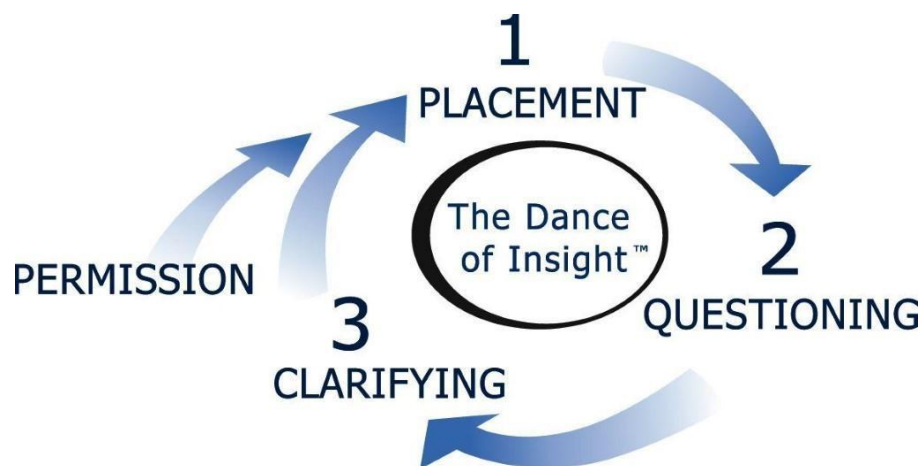


## Dance of Insight

The Dance of Insight is a process for having a productive conversation, no matter the content or context.

When we use the Dance of Insight in conversation, it is as if we act as an invisible dance partner to the person we are talking to. Whether we are coaching or influencing, we're helping the other person stay on track in the conversation but also giving them room to speak their mind.

At the end of the conversation, both speakers feel heard and understood and have a clear path for moving forward from the conversation.



There are four parts to the dance:

### 1. Permission

When we want people to think at a deeper level, it's vital for us to get their explicit permission first. Bear in mind that you'll need to get permission each time you want to go deeper into a conversation or become more personal. During a conversation, you may need to get your conversation partner's permission several times, not just at the beginning of the discussion.

### 2. Placement

Placement is about anchoring everything you say to make sure the other person knows what the conversation is about at all times. You need to ensure your

conversation partner understands “where they are” and “where you are” at the beginning of the conversation. Then, at the end, they need to know “where they want to go,” as well as “where you want to go.”

### **3. Questioning**

Utilising a curious approach and opting to “lead with great questions” can really transform the quality of your conversations. So ask questions to help the other person think clearly (“What would work best for you?”). Ask questions to make sure they understand (“Does that make sense?” and “Do you see what I mean?”). And ask guiding questions that help work toward a solution (“What would happen if...?” or “What would be the best way to...?”).

### **4. Clarifying**

Before concluding the conversation, ask your conversation partner if they heard and understood you, and whether they feel comfortable that they know how to move on from this point. Then confirm to the other person that you’ve heard and understood them, and that you now know how to move forward from this point.