



After

THE CONVERSATION

RIP: REFLECTION, INTEGRATION, PRACTICE

The acronym RIP might sound kind of ominous, but it's always good to do a "post-mortem" on a hard conversation to get a deeper understanding of where you stand, what worked, and what didn't, in order to genuinely let it rest in peace and move into your life with the tools you need to keep having 'em!



OUTCOMES & OVERVIEW

This module will give you all the info you need to learn from your hard conversation—and start putting your newfound skills into practice. By reflecting on, integrating, and practicing hard conversations, you will learn to objectively address what worked, and what didn't, while fine-tuning your skills in the process.

CHECKLIST

- Read through the module PDF
- Listen to the audio that accompanies the PDF
- Complete the Empowered Takeaways, including: gaining clarity on how well you did with fulfilling the intention you initially set; identifying what worked, and what didn't; evaluating how your relationship with the other person changed, if at all; checking in with the other person to see how the experience impacted them; and identifying the biggest lessons you will take forward with you from having the hard conversation

OUTCOMES

By the time you are finished with this module, you will have learned to genuinely embrace the hard conversations in your life, from the most minor to the most challenging. You will feel capable of maintaining openness, connection, curiosity, and compassion for yourself and others—before, during, and after hard conversations. What's more, you'll have the awareness to celebrate your courage and to extract invaluable lessons from your experience of walking right into those “can we talk?” moments.



Reflection

Congratulations, you did it!

Having a hard conversation can suck, be a welcome release, or land somewhere in between—that’s why they call it “hard,” after all. Now that you’ve gone through the process, do what you can to ground yourself (maybe take a bath, go out in nature, connect with your body, or have a cocktail), then congratulate yourself for a job well done! But, your work isn’t over.

Now it’s time to reflect.

A lot of us have the tendency to quickly move on after the initial adrenaline rush of completing a hard conversation has worn off. Especially as women, we tend to want to make everything OK again, for both ourselves and the other person, even at the cost of our needs. But one of the most important parts of having a hard conversation is taking the time to reflect afterwards, because it gives you the opportunity to reconnect with yourself.

TIP

Work with the feminine breath. This is a deep, slow in-breath that allows us to momentarily withdraw from the outside world so we can reconnect to our inner wisdom. So, before and after your conversation, inhale fully into your lungs and belly, sending the breath through every cell of your body, pausing and noticing how you feel before you exhale. This breath can transform your understanding of what is happening around and inside you.

EMPOWERED TAKEAWAY

Make sure to fill this out shortly after your hard conversation.

Looking back, did you fulfill the intention you set for yourself before having the hard conversation?

What went well? What could have been improved upon? How do you feel about it now?

EMPOWERED TAKEAWAY (CONTINUED)

Make sure to fill this out shortly after your hard conversation.

What was one major thing you learned about yourself from having the hard conversation? Be sure to make it empowering.



Integration

So now that you've had the hard conversation and taken the opportunity to reflect on it, it's time to integrate everything you've learned. Try getting some time and distance from the situation to process your experience.

Integration is about learning about our own patterns and how to change them. When we figure out how to deal with conflict, we create new patterns that become our natural response over time. It's all about learning how we want to relate to other people. Having a hard conversation helps us release old patterns and create new ways of relating to each other, completely transforming that relationship.

Even though both of you might be tempted to avoid what you talked about in the future, integration requires checking in with each other. Of course, some hard conversations reveal fractures in the foundation that have been around for a long time, so it might be appropriate to truly never talk to the other person again. But remember, hard conversations are about growth, so ask yourself: *Is the transformation in my relationship evident? Or did things just go back to the status quo, to the way they've always been? Most importantly, did I go back to my previous behavior and attitudes, or did I also transform?*

When we integrate a hard conversation, we realize that there is always a lesson in it for us.

Acknowledging this lesson means we don't have the luxury of going back to not speaking our truth. We are always changed, and for the better.

TIP

Be compassionate with yourself. Hard conversations are all about trial and error. Learn to trust yourself. Honor yourself for being courageous enough to go there!

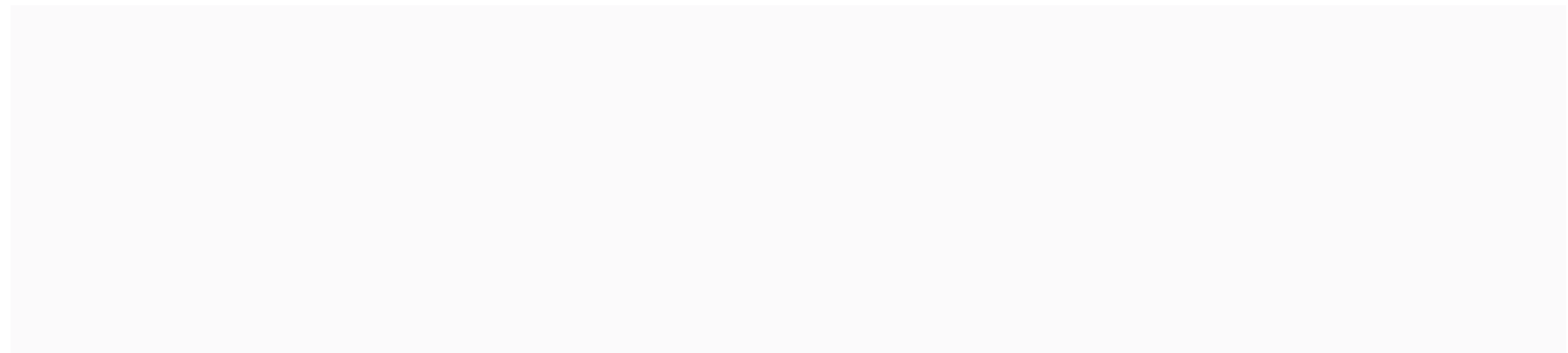
EMPOWERED TAKEAWAY

Fill this out several weeks after your hard conversation.

When you've gotten distance from the conversation, reflect on what you remember. What did you learn about yourself and how you interacted with the other person?



Did the conversation help you to notice any patterns in your behavior with other people? If so, what are they? What would you like to do about these patterns?



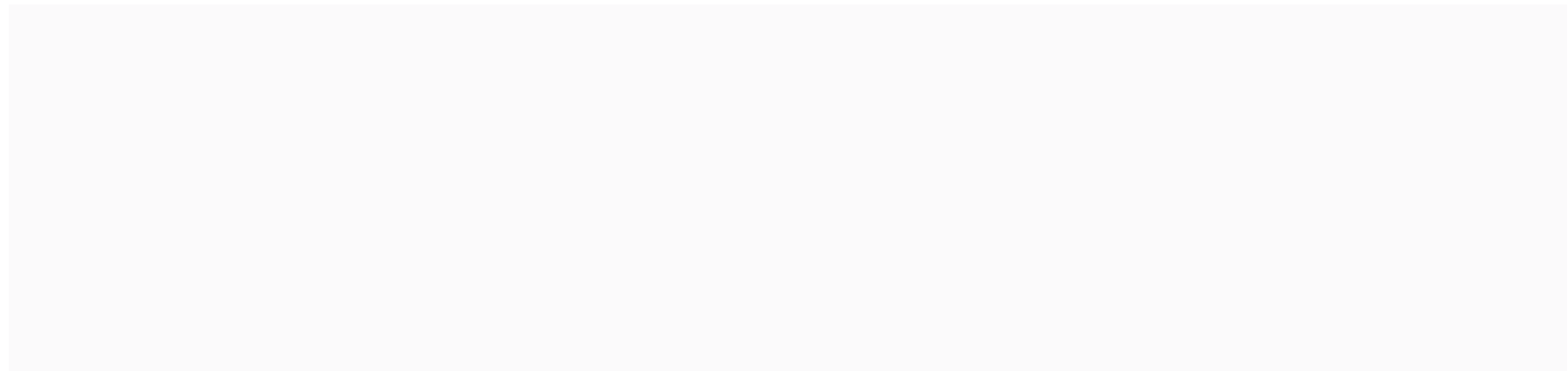
EMPOWERED TAKEAWAY (CONTINUED)

Fill this out several weeks after your hard conversation.

What's your relationship like with the other person today? How do you want it to be? Do you need to follow up with them to more deeply integrate the lessons?



What's your relationship like with yourself now that you've had the hard conversation?



EMPOWERED TAKEAWAY (CONTINUED)

Fill this out several weeks after your hard conversation.

Now that you've had the hard conversation, what can you celebrate? What is the most important lesson you've taken from the experience?





Practice

By now, you probably already know what this section is about. Practice, practice, practice!

I'm not going to give you that old cliché about “practice makes perfect.” In the realm of hard conversations, or anything in life, there's no such thing as “perfect.” Let's face it, life is truly messy.

But isn't the messiness where we find our true brilliance?

There is no exact art to doing this gracefully. In having the hard conversations, we don't always come to startling new levels of clarity or resolution. Sometimes, we never get the resolution we are hoping for. Often, the person I've spoken with has gotten pissed off, ignored me, or responded with anger and insults. Other times, I have knowingly screwed up and said things that I later regretted, because I was being defensive or sharing too much. And, lots of times, I have gotten more pissed off as a result of the conversation.

But amazingly, and more often than not, I've reached brand-new levels of understanding, respect, and connection. I've been thanked by others. And I've also been the one doing the thanking. I've gotten a chance to hear the other side of the story (which was not even close to what I'd assumed or expected). I've been really deeply seen and I've also had the privilege of really deeply seeing another.

TIP

Create a grounding statement for yourself. Remember, the more you practice the hard conversations, the easier they become. This grounding statement can be something you can call on to help calm and center you every time you dive into a hard conversation. Make it simple but clear (e.g., “No matter what, I remain connected to myself.”)

I've gotten way more out of the hard conversations than I even initially knew was possible.

I used to think that having a hard conversation only applied to any major conflict I was having with people in my life. In truth, it's really about me walking my talk and being the person I want to be in the world—a woman who is open, vulnerable, and who places connection to myself and my truth above all else.

I promise that the more you learn to have, and embrace, the hard conversations in your life, the greater ease you'll experience in every single situation that seems difficult, from the most minor to the most challenging. Because, if there's anything the hard conversations teach you, it's that you are so much stronger, wiser, and braver than you think.



EMPOWERED TAKEAWAY

What intention are you committed to the next time you have a hard conversation?



How can you incorporate hard conversations into your life in a way that will make them easier and smoother?

