FREE WORKSHEET · CONVERSATIONS

Working With New People

A conversation to have when a team, a partnership or a working relationship is new or has changed shape

When you start working with new people, everyone brings habits from before: how fast to reply, how decisions get made, how much to say. Nobody has agreed any of it, so each person works to their own version, and the friction that follows feels personal when it is really about expectations nobody said out loud.

This works for a team you lead or have joined, a new business partner, two groups that have come together, or a client you will be working with closely.

IF YOU NEED HELP NOW

If there is an immediate risk to life, call **999**. The Samaritans are available free, 24 hours a day, on **116 123**. In England, NHS 111 (option 2) connects to an urgent mental health service.

01

Think about it first

EXERCISE

On your own

1. A habit from how I used to work that I have brought with me:

2. Something I have been assuming about how they work, without asking:

02

Opening question

> ASK THEM
>
> “Think about the best working relationship you’ve had. What did people do that made it work?”

03

Going deeper

- Where do you think our ways of working differ most?
- What do you still not know about how I work, or how this works, that you would like to?
- What have you been doing your own way because nobody said otherwise?
- How do we each like to make decisions, and to disagree?
- What feels uncertain right now, and what would make it feel more settled?

> IF YOU ARE STARTING IT
>
> Answer the opening question yourself only after they have. Then share one habit of your own that might be getting in the way. It makes it easier for them to do the same.

04

What we agree

EXERCISE

Before you finish

1. One way of working we will both, or all, use from now on:

2. One thing we still need to decide:

3. When we will come back to it: