Sunrise Movement-KC 1:1 Training - April 2026

Name _____

Objectives for Training

1. Discuss **self-interest** and its connection to the 1:1.
2. Develop a more complicated understanding of **'power'** and how **relational power** is important to movement work.
3. Understand differences between **public vs. private relationships**.
4. Understand the **purpose** of the **1:1 conversation**, using **elicitive questions**, & taking a **risk**.
5. Practice the 1:1 conversation.

✨Self-interest✨

<u>What is Self Interest?</u>

- Self- interest can be described as the "Story of Self", and includes important pieces of an individual including their values and their lived experiences.
- We can also say it's a culmination of your selfishness and your selflessness: what you want for yourself as well as what you want for others and the wider world around you.
    - **Example: I want a reliable regional transit system because the lack of transit has hindered my life (lived experience/selfishness) and not having a car shouldn't stop people from accessing their lives (values/selflessness).**
- In organizing, we relate to each other through our shared experiences and values. It's important to know what brings us to these spaces so we can build relational power!

💥Power 💥

Definition: _____

Common Incomplete or **(Mis)understandings**	**A More Nuanced Understanding**
Power as a **noun** (English) ● Implication: power can only be possessed and wielded as an instrument, something that exists as a fixed quantity → *"If I get more, you lose it".* Power as always **unilatera**l, **top-down** (one-way influence) ● <u>Implication</u>: Here, power = "power over" ; only interested in its own agenda. Power as only **selfish** ● Implication: power as "negative" / immoral. "To be powerful always means to be selfish"	Power as **neutral**; a **verb** in several other languages ● Implication: power can be practiced in and through action. Power as **reciprocal**, **relationa**l, **additive, & multiplicative** ● <u>Implication</u>: power is exercised in relationship; to be affected by another as much as it is to affect another. ● different interests can coexist; give-and-take, reciprocal → to be influenced & to influence. ● Here, **power** = **relational** → POWER *'WITH'*

⭐Organizers **build power** by connecting people with **common interests and values**, expanding our **capacity** to **actualize our values together**⭐.

🤝Public vs. Private Relationships🤝

<u>Public vs Private Relationships</u>

- In organizing, our relationships with other organizers, especially those we 1:1, is distinct from other relationships.
    - **Private:** a relationship you would share more with close family, friends, and partners.
    - **Public:** a relationship that build relational power with others intentionally used for organizing.
- **NOTE:** There can be overlap between those you have a private relationship with and who you have a public relationship with. This sets the container that 1:1s are close relationships between comrades that doesn't stem from being friends or family, and that this relationship intentionally builds relational power to be better organizers.

1:1s / Relational Conversations

What is a 1:1?

*An **intentional**, **natural**, but **uncommon** conversation about someone's **values**, **motivations**, & life **experiences** to develop a **public relationship**. The 1:1 is an **art form** that harnesses **relational power** through **storytelling**, **mutual recognition** & **vulnerability**.*

What Can Come From 1:1s? (Purpose)

Building Relationships

- Relationships cultivate possibilities. It's through relationships and relational power that significant 'things'/change happen. In relationship, people can share, dream, create, & act together. Without relationships, people are individually powerless. People are more likely to respond to an invitation to collaborate & build from someone with whom they have a relationship. One-on-ones build a network of relationships & community.

Uncover Self-interests

- Self-interest are those things that people feel most strongly about. It is the thing that motivates a person, that which drives them. People are more likely to get involved with something that centers on their self-interest(s).

Develop Clarity

- 1:1s allow people to express their feelings about things. When people talk about something, it often helps make that thing clearer to them. People rarely have opportunities to express themselves to a good listener. A 1:1 may provide a chance for people to gain a level of clarity for themselves on their own self-interest as much as it might show you. Helping someone gain clarity on self-interest also strengthens relationships.

Gathering Information

- 1:1s can also be a chance to gain information about the community, neighborhood, organization, & campaign. Once you are able to unpack that knowledge, you're able to situate yourself in it appropriately.

🏁Launching the 1:1 Conversation🏁

- ☐ Self-evaluate readiness & Identify Purpose of Meeting
    - *Am I ready (enough) to show up attentively for this person/comrade? What perceptions might I have that could affect how I show up?*
    - *What is the purpose of this meeting? What is my current relationship with this person/comrade? (e.g., new member, making an ask of an experienced member, etc.)*
- ☐ Set up the meeting
    - *Discuss & agree on day, time, location; allow 45 min - 1 hour of focused conversation time. Ideally somewhere public, but not distracting.*
- ☐ Be clear about the purpose of the meeting!
    - *Set the tone/expectations/boundaries; receive informed consent.*

🚌 Driving the 1:1 Conversation 🚌

Remember: the 1:1 is an art form/dance, no single 1:1 will be similar, but here are some general guiding points:

- YOU lead the conversation.
- Be curious. Actively listening (e.g., 75/25 split but adjust accordingly)
- Start with simple, light questions, follow their interests
- Listen for "lead-ins" to stories
- Ask strong **elicitive questions**, based on what you're hearing

🚌 Elicitive Questions (EQs) 🚌

Open-ended questions that ***draw out*** & **encourage** the person being asked to express their **assumptions & beliefs** in a manner that assumes that they have wisdom from lived experiences. EQs are usually **short** & **simple**. Strong EQs do not stir up resistance, rationalization, nor do they allow people to 'wax philosophical.'

Some possible EQ Frames: (see table below for more)

- How do you think….
- What about …. makes you think ….?
- What about _____ that makes _____?
- How do you see this playing out?

🚌 Risk in the 1:1🚌

- A risk is an *invitation* to get clearer on self-interest, framed as an elicitive question. It's the opposite of 'small talk.'
- This comes from the discomfort of asking a vulnerable question; or the unusual nature of the question.
- Taking a risk during a 1:1 looks different every time.
- <u>When taking a risk, RESPECT BOUNDARIES</u>. This is why launching the 1:1 is so important - both people are able to come into the conversation knowing the agreed tone/expectations/boundaries.

Notes

***Some* Broad Areas of Exploration**	***Some* Elicitive Questions**
Anger/Tension → *What doesn't sit right with them*?	• What about the current world bothers you the most? • How does watching/reading the news media make you feel? • What do you feel in your gut when you're on social media? ○ What would a healthy relationship between organizing & social media look like to you?
Ambitions/Aspirations (individual & collective)→ *How ought the world be?*	• If you didn't have to work to make ends meet, how would you spend your days? • How might the world be different if you had the ability to change it? • Tell me about your most prized jewels.
Values → *What guides their daily actions?*	• When you're at [an event], what do you consciously do to create a positive influence? • When you make a decision, what is the first thing you consider? ○ What's the first question you ask yourself? • What does "safety" & "security" look/feel/sound/taste like to you?
"Politics" (*not necessarily Electoral Politics)*	• In what ways is your life affected by 'politics'? • What do you think elected officials fail to understand the experiences of *your* community? • What moment in mainstream politics made you seek out community organizing?
Experiences → *How has their life shaped their worldviews?*	• What about your childhood shapes you the most today? • Without saying a town/city/state/region/country, where did you grow up? Describe the community, the environment, the challenges, etc. • What period of your life made you strong enough to be here today (for better or for worse)? What values/skills/traits emerged from that? • Talk about a situation you wish you handled differently. How would you approach it now?

Shared experiences (for people you've organized with)	• Remember (shared event/project)? Looking back at it now:
	  ○ What do you think we learned?
	  ○ What would you do differently?
	  ○ What was your favorite aspect of the event?
	  ○ How do you think you could have shown up differently?
	  ○ How do you think others could have shown up differently?

Family & Community → *With whom do they associate? For whom do they fight?*	• Which family member(s) *really* matter to you? What role have they played in your life that has shaped this relationship? • Who are the people you wish you could have spent more time with? What prevented you from building that community? • What obstacle(s) has your [caretaker] faced throughout their time of raising you? • Tell me about a time when you've felt "in community" with others. What did that look like/feel like? • Your closest friends/comrades - what is remarkable about them?
Hobbies/Involvement → *How do they spend their time?*	• What got you involved in (specific interest group)? • What happened that stopped your involvement in (specific interest group)?

There is no chance for COMMUNITY, SOLIDARITY, or PEOPLE POWER without the 1:1 / relational meeting.

🦋Landing the 1:1 Conversation 🦋

Purpose of 1:1	Landing the 1:1
New/interested member	Make an ask (action item), set a plan! Connect them with resources.
Existing organizing relationship (maintenance)	(Re)commit shared purpose/collaboration. Affirm their desire to 'show up' differently.
Recruiting person for role	Make a hard ask of them to take on role(s). Lay out a plan of action/accountability measures.

🦋After the 1:1...🦋

- Update status in Onboarding Tracker! (ask a Basebuild Team Member for help if needed)
- Set reminders for any applicable follow-up.
- Reflect on the conversation, take notes where applicable.
- Rest and recharge - self care! These conversations are difficult emotional labor.

Notes:

linktr.ee/SMKC_Basebuild

Sources

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