

radical alignment

with

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CHEAT SHEET

The *Radical Alignment All-In Method* (AIM) is a simple, guided conversation that helps people gain clarity about a tough topic. As you go through the conversation you will develop a deeper understanding of, and appreciation for, each other.

AIM is appropriate for any topic that feels important and that's likely to raise deep emotions. It is best to use AIM at the beginning of a project and before emotions are running high. However it is appropriate any time you want to connect and more deeply align with your teammates, your partner, or even yourself.

SET THE STAGE

Make sure you are in a comfortable, distraction-free space with plenty of time available to complete the conversation without feeling rushed. Next, name the specific issue you will be discussing and why. A good setup will look like this: “We are discussing Project X — so we can become a great team,” or “We are discussing our summer vacation — so we both have a wonderful time.”

HAVE THE CONVERSATION

Go one section at a time, and make sure you give each person ample time to dig deep and answer completely before moving onto the next person.

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The questions are prompts to get you thinking, so don't feel pressure to answer every one. Challenge yourself to speak with authenticity and to listen without judgment. When speaking, do your best to be vulnerable and complete. When listening, be as open as possible — only ask questions if they are encouraging and curious, and don't ever ask questions that contain hidden judgments.

1. INTENTIONS

- Why do you want to be part of this project?
- How can this project support your personal goals?
- What values of yours led you to get involved?

2. CONCERNS

- What worries you about the team, our plan, etc.?
- What do you think will get in our way?
- Where will we run into trouble?

3. BOUNDARIES

- What do you need to be at your personal best?
- What will keep us from overreaching or burning out?
- What rules or standards will help this team be the best?

4. DREAMS

- If this goes incredibly well, what will be true?
- How will you feel? Where will you be?
- What metrics will have shifted?