

When you interview your partner ...

Interviewing is about allowing your **natural curiosity**, even wonder and fascination, to be present.

Beyond that, we have 2 S's: Spotlight and Story.

1. We put the **spotlight** on the other person. In contrast to a conversation, where there is back-and-forth, this is an *interview*. You ask your partner all of the questions, reading them exactly as they're written on the paper you have in front of you. And then when they're finished answering, they return the favor and ask you all of the questions.
2. We seek a **story** to begin -- a particular event or example you can describe.

And...

- **When you're the one leading the interview, asking the questions:** Read the questions as is -- word for word -- and read the question as if your partner is hearing the question for the first time.
- **When you're the one being interviewed:** You already are aware of how we want to know one another by our stories -- rather than by titles or roles.

But during the interview -- if it's important to the story you want to tell -- you can let them know of the role you held, and the kind of organization.

- When you tell a story, take the person there; paint the picture.

Who was in the room? What were they saying and doing?

What happened, then what happened next?

- **Get on task, stay on task.** It may seem like you have plenty of time, but you may be surprised. And you'll want to stay focused in this unusual mode -- without small talk.

A Story of Contribution

In our workshop, we are on a search –
a search to discover the core, the heart,
of the contributor – people who make a difference.

Knowing this essence will inspire our sense of what's possible.

The best place to start is with our own experiences of contributing.

And so ...

1. I'd like to begin by asking you to think back to a time when you made a financial contribution and felt good about your part in doing something to benefit others. You can think back to the earliest experience you can recall. Or you may prefer to think about a more recent experience.

It could be a small or large contribution. And the difference that made could be small or large. (In fact you may well not even know today what happened in the end, but you have a sense that things changed for the better.)

Tell me about this specific moment, this high point, if you would. It will likely be a memory of a financial contribution you made (or if you'd rather, it can be a deed). As you recall the story, or see the image in your mind, take me there and tell me about anyone else who may have been a part of the scene. What led up to it? What was going on, what was being said or thought – as you decided to make a contribution?

- What made this a peak experience for you?

2. Let's look at the circumstances -- the factors that were present -- that helped to foster this high point and made it possible. In other words, what conditions seemed to be important for the story to unfold as it did?

- And what else? -- what else about you -- was present in the situation that made it possible for that contribution to be made?

- And while we're talking about what you brought of yourself to that situation, what else do you see that you value about yourself -- when you're feeling best about your being a someone who contributes.

You're welcome to go beyond yourself as a "contributing member of society," and think about what you value about yourself as a friend, citizen, member of a group or a family... Please, you can be humble later. Now is the time for us to bring to the surface our *collective* possibilities -- by lifting up our *individual* gifts.

3. Let's look at the center of what we've been talking about... What do you see that might be described as the core factor that gives vitality to a person's life -- to *your* life -- as a *contributing member of society*? Said another way, what is the essence, the heart, the vital center . . . without which you wouldn't be the giving person you are?

4. If you were to look at this vitality at the core of your being a contributing member of society, and if you could have one wish to grow this vitality at your core -- what would you wish for ... to make it even more alive and powerful?

- Is there anything else you'd wish for – to enhance the vitality of your contributory spirit?

5. Finally, as we speak of wishes and the future,
I think we can acknowledge that we can *choose* to see
signs and trends in the world, which can give us a confidence
about the future – if we look for them.

For example, the arrival of the Internet,
the spread of education and the ascent of women as leaders....
when taken together, may signal new possibilities on the horizon.

What do you see in the world, in your world,
in this community,
that encourages you and gives you confidence
that what you hope to see that we've talked about
may get a boost in
the direction you want to move?

*(If there's plenty of time left, here's one more question ...
Is there anything more you'd like to add?)*

*If you finish early, you can go back and answer the first question with another
story.*

*And then, thinking about what the experience of responding to these questions
was like—is a great way to wrap up.*

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