



Conversation Format

Guiding questions for the interviewer

Pinpoint the specific challenge the VIP experienced regarding handling this situation.

What is the issue? For example, initiating a difficult conversation or a disagreement where you cannot express yourself as you want. What theme would your challenge be about?

Questions:

1. Situation: *What was the situation? Who was involved? What was the context?*
2. Task: *What was your goal or task in this situation? What did you want to achieve?*
3. Action: *What did you do, and how did you do it?*
4. Result: *What were the consequences of your action? What was the result?*
5. Reflection:
 - *What would you have done differently? What held you back from doing that?*
 - *How did the other person react? What did you think of their reaction?*
 - *How did you view the situation? What did you feel? What thoughts did you have?*
 - *What frustrated you the most? What was so difficult in this situation?*



Name:	Role:
Description of a moment where you wished you had the courage to act Situation	
Task	
Action	
Result	
Reflection	