

# One-On-One Conversations

## AEIOU Structure and Tips



**Agitate** – Ask good questions, learn about their experiences, and LISTEN.

**Educate** – Share the vision of your union, your action, and how their involvement and participation is necessary to build power in the workplace.

**Inoculate** – Talk through management's likely response to your action or campaign, ask questions when possible, share the expectation of action escalation.

**Organize** – Move coworkers to action by asking them to participate in something! Know what the ask will be before engaging in the conversation. Work to resolve issues **with** coworkers and not for coworkers as often as possible.

**Union** – End the conversation with a positive vision, use language that projects you are all in this together, avoid thanking people for participating in workplace democracy.

### Tips:

**Be confident:** Taking collective action to improve your workplace is something to be proud of!

**Be curious:** Try to get to know your coworkers and learn about their work lives. Successful organizing is based on building relationships.

**Be comfortable being uncomfortable:** There will be some discomfort in moving your coworkers to action. Don't shy away from it, embrace it, and you'll get more comfortable with every conversation you have.

**Don't fill every gap:** Leave long pauses to give your coworker a chance to talk.

**Make a follow-up plan:** When someone commits to a task, give a date and time that you'll check in with them to see how it went.

**Take time to Educate:** Make the ask later in the conversation and don't skip pieces.

**When you make an ask, make it clear and strong:** You're not polling. You're educating and moving to action! Don't say, "What do you think about joining our action?" Instead say, "A supermajority of us will have to take action in order to effectively push back on X. We don't reach that supermajority without your participation. Can we count on you to stand with us and do X?"

# Organizing Conversation

## Debrief Form

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**Your name:**

**Name of coworker:**

**Date:**

**After your one-on-one conversation, fill this out:**

**Introductions** – How did you introduce yourself for the conversation? What did you say?

**Agitate** – What questions did you ask? What workplace issues did the person talk about?

**Educate** – How did you explain the vision of the union, your action, and what power looks like?

**Yeah Buts** – What were the person's "Yeah Buts"? How did you overcome them?

**Inoculate** – What myths did you dispel? Did you talk about how management will fight your campaign, and ask why the person thinks management will oppose it?

**Organize** – What was the move to action? Did you push three times? What is the follow up plan?

**Union** – How did you end the conversation? Did you end with a positive vision?