The WHAT

OBJECTIVES FOR DIALOGUE

What is the cognitive, social, and/or emotional work that participants will undertake over the course of the dialogue process?

OBJECTIVES ARE THE ACTIONS PARTICIPANTS WILL TAKE TOWARDS THE REALIZATION OF YOUR HOLISTIC PURPOSE. THEY SHOULD BE…

CONCRETE. Purpose is abstract (what you hope people will feel or think). **Actions are observable + demonstrable, expressed as VERBS.**

LOGICAL. Actions must align to your purpose, topic, + audience. There should be a **purpose-driven rationale for every action** participants perform, and participants should be **able** to perform each one.

SCAFFOLDED. Actions should **start basic and build in depth + complexity –** intellectually, socially, and emotionally. Invest the time to build foundational skills + knowledge + trust with participants so that they are ready to perform more complex tasks when the time comes.

SAMPLE ACTIONS

- **BUILD** trust + community
- **SELF-REFLECT**
- **DEFINE** essential terms
- **GENERATE** + consent to norms
- **SHARE** a personal story
- **DESCRIBE** understanding of topic
- **CRAFT** an effective question or set of questions related to topic
- **DESCRIBE** key skills related to a given practice
- **IDENTIFY** patterns or behaviors
- **ANALYZE** or **RESPOND** to a text
- **ARTICULATE** a clear goal or set of goals (individually or together)
- **APPLY** a theory to **ANALYZE** or **UNDERSTAND** a given situation
- **APPLY** given skill(s)
- **SYNTHESIZE** diverse ideas, texts, comments, experiences, etc.
- **IDENTIFY + DESCRIBE** own emotions related to the topic
- **CRAFT** a narrative or argument
- **SHARE** a personal story
- **CREATE** a list of action items to address a given issue

REFER TO BLOOM'S TAXONOMY:

Note: this is a slightly modified version of the 2001 revision to Bloom et al's original 1956 taxonomy. Google for more info!

CREATE. Generate. Formulate. Craft. Design. Translate. Plan.

SYNTHESIZE. Assess. Integrate. Conclude. Evaluate. Combine.

ANALYZE. Compare. Connect. Differentiate. Relate. Find patterns. Make meaning.

APPLY. Interpret. Share. Use a skill, a concept, or a theoretical framework in practice. Consent.

UNDERSTAND. Identify. Explain. Describe. Categorize. Articulate. Rephrase. Reflect (back).

REMEMBER. Define key terms. List. Name main ideas, key players, major factors, etc. Recognize. Recall. Repeat.

START HERE

ACTIONS ARE NOT…

…what the **facilitator** is doing (e.g. "give instructions" or "model journaling").

…the **format**, **mode,** or **activity** in which the work is being done. These details are the HOW. An action alone is not a plan. Nor is it an effective instruction.