

Principles of One-on-Ones

- **One-on-ones build relationships** - Make a personal connection with the individual you are interviewing. Create or strengthen the relationship between yourself and other parents, teachers, workers, neighbors and other members of the community. You can do this by sharing your own life and experiences without overwhelming with your own ideas. Be a good listener. And remember to respect each individual lifestyle.
- **One-on-ones identify motivation / self-interest** - Find out what motivates and moves the individual, what inspires him/her. What are his/her values, concerns, visions. What is his/her story? Any kids? Spouse? Job? What are his/her talents? How can he/she contribute to the Team? Does he/she belong to other groups? In what capacity? Is he/she in contact with other people you may want to speak to?
- **One-on-ones help others gain clarity about themselves** - Help individual to think about what his/her needs might be. Challenge the individual to get an "aha" moment by asking key questions.
- **One-on-ones help us to gather information** - Don't forget that name and number for further contact. You may want to ask him/her to fill out a form with specific information you want to gather. Learn about other things happening in the community and other people this individual might know who might be interested in talking to you or participating in some way.