

One-on-One Meetings

A Picture the Homeless Training

One-on-one meetings involve two people sitting down together for ½ hour to 45 minutes and learning what’s important to each other. While that sounds simple, it requires that we use and develop key organizing skills, primarily our communication and listening skills and our ability to do quick, strategic assessment. It also requires that our organizations commit staff time and resources to this time intensive process.

Primary Goals of a One-on-One Meeting

BUILD PUBLIC RELATIONSHIPS: In one-on-one meetings, we develop PUBLIC relationships, not PRIVATE relationships (we may become friends, but the purpose of the one-on-one is to build our public organizing, not our social circle!)

UNDERSTAND WHAT MOTIVATES PEOPLE – ALSO KNOWN AS “SELF-INTEREST”: By meeting with people one-on-one, we begin to really understand what motivates them. Are they motivated by their family? Their race or gender? Their career? What do individual human beings *want to get* from building our organizing efforts? What kind of leadership roles can they take on?

IDENTIFY LEADERS: Organizing for power is different from getting people “involved” and mobilizing “numbers.” We look for individual people who can deliver, are accountable to others, and can build networks. We look for people who are ready to move to ACTION! We start by asking people in the community what they care about in one-on-one meetings. We use that knowledge to set priorities and plan strategy.

There is only one way to understand what someone sees as the solution to her/his problems, and only one way to know why someone may join us in building power...ASK

One-on-One Meetings <i>ARE:</i>	One-on-One Meetings <i>ARE NOT:</i>
interviews to learn what motivates someone, what’s their self-interest.	Chit chat
asking what their hopes are, what they would like to see in their lives.	Therapy
mostly listening – 75% of the time!	Individual problem solving
finding out what people are angry and concerned about.	Intake
learning what someone’s networks are, who else they can bring in, what leadership roles they’ve had.	Preaching or judging
building a public relationship, not a private relationship: we don’t talk about the kids, we talk about the kids’ school.	Recruitment

One-on-One Meetings—Sample Questions

1. Tell me your story—what makes you who you are? What motivates you?
2. What kind of things you do in your spare time?
3. What are you good at?
4. If you were Mayor of NYC for a day, what would you change?
5. What gives you hope?
6. What life experiences have you had related to housing ?
7. What brought you to Picture the Homeless?
8. What do you think people have the right to?
9. Are you a member of any church or organization, where some people might also be interested in participating in our work? Any family/friends who you could bring ?
10. Are you shy? Do you like to talk to strangers?

Exercise: What Motivates Me? Head/Heart/Gut

You'll need big chart paper, tape and colored markers. This exercise takes about 30-40 minutes total. Keep the charts taped to the walls so you can refer back to them!

We'll view and discuss an example of a stick person chart.

The facilitator should post a pre-made stick person chart of their own, using the questions below as a guide. The chart should be simple, ideally focused on one aspect of the facilitator's motivations, and touch on something comfortably personal, so that the participants feel invited to be "real." An example might be a facilitator who is motivated to work for universal health care because of the death of a family member who could not pay for health care. Another may be someone who is working for an end to police violence after a brother suffered injuries in custody.

Everyone creates a stick person chart of WHAT MOTIVATES ME?

in my head – *What do I think is socially, politically, economically wrong?*

my heart – *What motivates me on a feeling level?*

my gut – *What motivates me most personally—what do I need?*

my hands and feet – *What do I like to do?*

Everyone tapes their chart to the wall, and everyone tells something about their charts.

It works well to have everyone find a partner with whom they can share their chart, so that everyone's chart is described to at least one other person. Then, you can invite a sample from the whole group, if there is time.

Review what we learned from this exercise. What surprised you?

