**FIERCE FIRESIDE CHAT DISCUSSION AND QUIZ QUESTIONS**

**Fierce Fireside Discussion Questions**

**Q1**

1. Share an example of how you’ve used any of the Fierce Concepts (or when you wish you did) and the outcome.
2. What is something you’ve started, stopped, or continued doing in relation to the Fierce concepts?
3. What are your lingering questions or insights you’d like to ask this community?

**Q2**

1. What is a recent conversation you had (in the last 30 days) that you’ve utilized some Fierce ideas and what was the outcome?
2. Which Fierce concepts have been the most challenging for you to embrace or practice?
3. What are your lingering questions or insights you’d like to ask this community?

**Q3**

1. What is a relationship that you have that has been improved because you've applied the Fierce concept of C=R (the Conversation equals the Relationship)?
2. How have you 'interrogated reality' in the conversations you've had in the last month?
3. What are your lingering questions or insights you’d like to ask this community?

**Q4**

1. What is one conversation in your life that has made a significant impact on your life trajectory?
2. What is one personal/professional goal and what Fierce concepts might help you achieve that goal sooner?
3. What are your lingering questions or insights you’d like to ask this community?

**Fireside Chat Quiz Questions**

**Foundations**

1. What are the four objectives of a Fierce Conversation? (Interrogate Reality, Provoke Learning, Tackle Tough Challenges, Enrich the Relationship)
2. If it is to be, its \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. (Up to me)
3. Master the courage to \_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_. (Interrogate Reality)
4. How did the character from Ernest Hemingway’s book, *The Sun Also Rises,* go bankrupt? (Gradually, then suddenly)
5. Come out from \_\_\_\_\_ \_\_\_\_\_\_\_\_, into the conversation and make it real. (Behind yourself)
6. Let \_\_\_\_\_\_\_\_\_\_\_\_\_ do the heavy lifting. (Silence)
7. What is the most commonly overlooked objective of a Fierce Conversation? (Enriching the relationship)
8. All conversations are \_\_\_\_\_\_ \_\_\_\_\_\_\_\_ and sometimes they involve \_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_. (With myself, other people)
9. While no single conversation is guaranteed to change the trajectory of a career, a company, a relationship, or a life, \_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_. (Any single conversation can)
10. Take responsibility for your emotional \_\_\_\_\_\_\_\_\_\_\_. (Wake)

**Team**

1. What types of conversations would you use the Beach Ball Model for? (Team conversations)
2. True or false: You should always use the beach ball model in all team meetings. (False)
3. True or false: A beach ball conversation requires consensus before any decision is finalized. (False)
4. The \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ of inclusion is when someone has made up their mind and still invites your input.
5. There are two kinds of processors, internal processes who think first before they speak, and \_\_\_\_\_\_\_\_\_\_\_\_\_ processes who think while they are speaking.
6. True or false: You should invite others who share the same perspective as you ton your Beach Ball meeting. (False)
7. True or false: You should never ask for someone to write their opinions and sign with their name to submit to you at the end of the beach ball meeting. (False)
8. True or false: When you open a beach ball meeting you should share your opinion first before inviting other perspectives. (True)

**Delegate**

1. What are the four levels of the delegation model?
2. True or false? An individual with a leaf level responsibility has full decision making authority over the responsibility.
3. True or false? You should always start a new employee at the root level of decision making on all his/her tasks.
4. True or false? Even if I don't have a direct report to delegate to, I can still utilize the Decision Tree Model of delegation on other ways.
5. What are ways you can utilize the Decision Tree Model if you don't have a direct report to delegate to?
6. What types of responsibilities should you delegate for development?
7. True or false? You should only delegate to your star players.
8. The \_\_\_\_\_\_ level of decision making on the Decision Tree Model means you want the individual to make the decision and act on it, then report back to you.

**Coach**

1. Coaching is developing others to \_\_\_\_\_\_\_\_\_\_\_ and embrace their own solutions. (Generate)
2. What kind of conversations do you use the Mineral Rights Model for? (Coaching)
3. What are the 3 elements of Fierce Coaching? (No advice giving, no coaching by checklist, head and heart engaged)
4. What question should you ask 3 times in the coaching conversation? (What else?)
5. True or false: You should ask about someone's emotions when they consider the impact of the issue they are discussing. (True)
6. Why do we tap into emotions when we coach others? (Emotions create the impetus for change)
7. What is the first step in a coaching conversation? (Identify the issue)
8. What is the last step in a coaching conversation? (Commit to action)

**Feedback**

1. Fierce Feedback is a conversation in which we help ourselves and others stay away during "\_\_\_\_\_\_\_\_\_" so that we arrive at our desired "\_\_\_\_\_\_\_\_\_\_\_\_." (Graduallys, suddenlys)
2. What are the three steps of the Fierce Waypoint Model? (Experience, Explore, Explain)
3. What are the two words you should always say after receiving feedback? (Thank You)
4. What should you always check before delivering feedback? (Your true intention)
5. True or false: You should always go to the explain step of the Waypoint Model. (False)
6. True or false: When sharing your experience in the Waypoint Model, you should refrain from adding your opinion of the behavior you witnessed. (True)
7. True or false: When receiving feedback, you should remain curious by asking questions and paraphrases for clarification without getting defensive. (True)
8. True or false: What sets the Fierce Feedback model apart from others is the Explore phase of the conversation. (True)

**Confront**

1. All confrontation is a search for the \_\_\_\_\_\_\_\_\_\_\_. (Truth)
2. True or false: You should start your confrontation conversations with some praise to get the other party warmed up. (False)
3. True or false: Preparation for a confrontation conversation is crucial. It is not a conversation you want to wing. (True)
4. True or false: It's helpful to make a list of all the issues you have with someone and deliver it all at once. (False)
5. What is the first step of the confrontation model? (Name the issue)What are some common reactions when confronted? (Deny, deflect, defend)
6. True or false: It's important to invite the other party's perspective after you share your opening statement. (True)
7. What is the final step of the Confrontation model? (Make a new agreement)
8. True or false: Ways to stay engaged in a confrontation are: using paraphrasing , ask questions for clarification, remaining calm, and getting curious. (True)

**Accountability**

1. Fierce Accountability is a \_\_\_\_\_\_\_\_\_\_ to take responsibility for results; a bias towards solution, action. (Desire)
2. Tangible results are \_\_\_\_\_\_\_\_\_\_\_\_ of us. (Outside of us)
3. Intangible results are \_\_\_\_\_\_\_\_\_\_\_\_\_\_ of us. (Inside of us)
4. Fear, reward, and \_\_\_\_\_\_\_\_\_\_\_ are common ways we get others to be accountable.
5. What is the difference between the victim mindset and the Accountability cycle? (Context)
6. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ creates results. (Context)
7. When the cards are stacked against us and we aren't set up for success, the question to ask is, "Given all these things are true, \_\_\_\_\_\_\_ can I do?" (What)
8. What's the best approach to help others hold themselves accountable? (Coaching)

**Negotiation**

1. ZoPa stands for the Zone of \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ acceptance. (Possible)
2. The 5 factors of emotional intelligence include: self-awareness, self-regulation, \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, \_\_\_\_\_\_\_\_\_\_\_\_\_, and motivation. (Empathy, Socialization)
3. CLiCk stands for: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_, listen intently, and \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ knowledge. (Curiosity, Clarify)
4. True or false: the hard style of negotiation focuses on enriching the relationship. (False)
5. True or false: Fierce Negotiations are competitive and relational. (True)
6. A Fierce Negotiation is a conversation between people try to reach an agreement which yields the best deal and \_\_\_\_\_\_\_\_\_ \_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_. (Enrich the relationship)
7. True or false: it's easier for people to say Yes, than No. (False)
8. True or false: brainstorming is a key component of the Fierce Negotiation model. (True)