**Break Out Session Instructions**

You will be assigned a partner to interview and be provided with about 7 minutes per interview. So, you will be in the breakout room for 15 minutes total.

The purpose of this interview is to provide you with the opportunity to think about what your experience has taught you about the types of relationships that facilitate change and level out power dynamics.

If transformative change is really about transforming relationships between the people in the system, what has been your experience of what helps create an environment where people trust each other, speak their truth, are willing to take some risks, and learn from one another.

Once you enter the breakout room, identify who wants to be the first interviewer. And ask your partner this question, “Think about a successful change project you have been involved in and please share with me how people worked together successfully to facilitate the change. What were some of the qualities or characteristics of the relationships that you think contributed to the success of the project.”

If you are the interviewer, please listen closely and ask a few follow-up questions. Please jot down a few notes about the identified characteristics from the interview below, to share with the larger group.

We will send a message to let you know when to switch roles and start a new interview.