

# NAVIGATING PEER CONVERSIONS

TIPS TO HANDLE DIFFICULT DISCUSSIONS WITH CONFIDENCE



Peer-to-peer conversations can feel especially tricky. You're on the same level, the relationship can be personal or political - and that makes navigating tough topics even more sensitive.

This guide gives you three practical steps to approach these conversations with clarity, empathy, and confidence.

## 1. Know Your Motivation

Before you say a word, ask yourself:

- Why am I having this conversation?
- What do I hope to achieve?
- Am I seeking resolution, understanding, or even an apology?

Being honest with yourself about your intentions helps you stay focused and fair during the conversation.

## 2. Build a Shared Understanding

Jumping straight into the issue might seem efficient but it can backfire. Instead:

- Start by reinforcing the relationship and shared goals.
- Explain why the conversation is important to both of you and how it affects your team or mutual success.

This sets the stage for a more collaborative, less defensive dialogue.

## 3. Remember: It's a Conversation

A conversation is two-sided.

- Be ready to listen - not just to respond, but to understand.
- Be open to perspectives you hadn't considered.
- You don't need all the answers up front.

This mindset builds trust and helps both of you work toward a positive outcome.

### BONUS TIP

Don't wait for the "perfect" moment, it rarely comes. What matters is approaching the conversation with respect, curiosity, and a willingness to find common ground.

## Build Confidence in Your Communication



These tips are a great start. Take your communication skills further with practical tools, expert guidance, and real-world practice.

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