

## Talk # 5 - Crucial Conversation with Someone You No Longer Trust

My name is \_\_\_\_\_,

and my talk is how to have a Crucial Conversation with Someone You No Longer Trust.

Let's think about some of the things we've learned today about crucial conversations. We've learned to start with the heart – to think about what it is that we really want for ourselves, for others, and for our relationships before we have a crucial conversation. We learned to pay attention to our ways of handling stress in a conversation – do we choose silence or control? And we learned to make the conversation safe for the other person. But, some of us may be saying to ourselves..."Yeah, but my situation is just not that easy." And that's true. How about a crucial conversation with someone you no longer trust? Maybe a family member, a roommate, or a friend.

People often assume that either you trust someone or you don't. But Trust doesn't have to be like that. You can trust someone **only** about certain things. For example, you might trust your roommate to never take any of your things, but you might not trust her with your feelings.

And you can trust someone **only** in amounts. Some people you may trust only a little, other people more, and some may have earned your absolute trust. Jesus described something similar in the Parable of the Three Servants, in Matthew, Chapter 25.

*Once there was a man who was about to leave home on a trip; he called his servants and put them in charge of his property. He gave to each one according to his ability: to one he gave 5,000 gold coins, to another he gave 2,000, and to another he gave 1,000. Then he left on his trip. The servant who had received 5,000 coins went at once and invested his money and earned another 5,000. In the same way the servant who had received 2,000 coins earned another 2,000. But the servant who had received 1,000 coins went off, dug a hole in the ground, and hid his master's money.*

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And we know what happened when the master returned. The two servants who did well with the master's money were trusted with even more responsibility. But the servant who did not do well, who only hid the money, was fired.

We can't always fire people from our lives, the way the master did in the parable.

Maybe we want to work toward trusting them again, but don't know where to begin.

Here are three ideas that might help.

1. Trust in baby steps. Try to trust them in just one conversation. Share a little what you are feeling, but in a way that it is safe for them. If things go well, then the next conversation you may trust them with a little bit more.
2. If they have earned your mistrust in one area, like the roommate who gossips about your feelings, there may be other things that you can trust them with.
3. Do not punish them by constantly reminding them that you cannot trust them. Losing your trust in one area does not make them a terrible person.

### **Questions for Speaker to Answer** *(please keep your comments to 5 minutes or less)*

1. Recall a crucial conversation with someone who had lost your trust. Did you follow any of the three ideas above? What was the outcome?

### **Group Discussion**

1. In pairs, practice a conversation you would like to have with someone you no longer trust. Remember to trust in baby steps, trust only in some areas, and do not constantly punish them for losing your trust.
2. Have each pair report back to the group what they learned.