Fact vs. Story

When interpretations start sounding like facts

A relatable example

A colleague goes quiet after a meeting. One person assumes disagreement, another assumes disappointment, and the next conversation begins with a story instead of a question.

Learning objectives to explore

- Describe the observable event without adding motive.
- Name the interpretation or assumption that may be shaping the reaction.
- Practice one respectful, information-seeking question.

Potential audiences

- Managers giving feedback
- Cross-functional teams interpreting updates
- School, service, and care teams navigating misunderstanding

Illustrative practice

A simple three-column practice: what happened / what I inferred / what I can ask.

Planning and boundaries

RN will confirm the final session outline, delivery format, size, timing, fees, accessibility requirements, and materials before an engagement is agreed. This summary is educational, not a guarantee of organizational results.

Discuss this workshop with RN | Recommend RN at work