

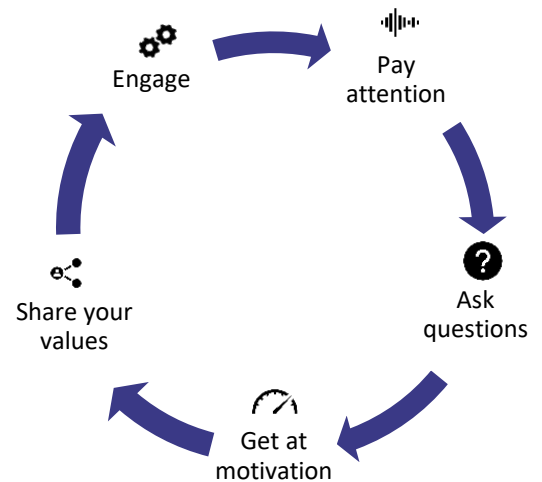
## Activity: One-to-One

### Components of a One-to-One

Whether 5 minutes or an hour, in a one-to-one, the team member answering questions should do 2/3 of the talking.

Understand their motivations by continually getting at the WHY. Begin by asking:

- What led you to your role in the field of implementation science?



(Intend Health Strategies 2022)

### Rotation and Roles

One-to-one with interviewer/interviewee: 3-5 minutes

- *Interviewer: Seek to understand motivations and identify shared values*
  - Begin by asking the prompt noted above
  - Once the interviewee has responded, ask up to one follow up question
- *Interviewee: Share what led them to work in their field*
  - Respond to the prompt when asked
  - Respond to a follow up question, if asked

Observations: 2-3 minutes

- *Observer: Listen for values and how the interviewer helped to elicit those values*
  - Describe what values you hear in the exchange and how the interviewer illuminated them

### Observations

*Example:* Watch the example of a one-to-one and write down what you see. Can you hear the values of the person? How did the trainer get there?

*Exercise:* What did you learn about the values that drive your small group member's work and motivation? Did you identify any shared values and motivations? How did the exercise make you feel?

### **Reflections**

How might this activity have changed your relationship with an implementation partner? What might be an opportunity for you to use it in the future?