

One to Ones

A Community Organizing Tool

Definition:

A purposeful conversation with an individual to learn about their concerns, interest level, and resources. Focused on getting commitments to specific actions.

One to Ones are not:

- ⇒ Personal/intimate conversations
- ⇒ Unplanned
- ⇒ Chit-Chat

Potential Questions:

- ⇒ How long have you been involved in this issue?
- ⇒ Why did you get involved?
- ⇒ Who do you partner with?
- ⇒ Who do you see as the big players? What do you think about them?
- ⇒ What would you like to see happen on this issue?
- ⇒ What is possible? What should be possible?
- ⇒ Would you be able to (insert commitment/action)?
- ⇒ Could you give me the names of other people to talk to?

Power Mapping

Power Mapping is a framework for problem solving through relationship building. This framework is based on the assumption that networks of relationships (between individuals, organizations, institutions, etc.) are critical resources, and that stronger networks yield stronger solutions.

Steps to Power Mapping

Step 1: Problem Location

You can map around a problem or a person or an institution you think can solve a problem. Identify a particular problem or issue.

Step 2: Map Major Institutions

Identify key decision-making institutions or associations that are related to that problem. Write names on the newsprint in a ring around the problem.

Step 3: Map Individuals Associated with the Institutions

Put the names or 2-3 individuals who are associated with each of those institutions in the second ring (moving out concentrically) around the problem. These can be people you know or don't know.

Step 4: Map All Other Associations with these Individuals

Think about the people they know connected to these individuals. The purpose of this is to help identify easier ways to access the individuals or institutions that could help solve the problem, by tapping into existing relationships between people. You can note any relationships that members in the group have with the people listed.

Step 5: Determine Relational Power Lines

The next step is to step back and conceptually review the networks that the group has mapped out. You can do this by drawing lines connecting people and institutions that have relations to each other.

Step 6: Target Priority Relationships

Analyze some of the relationships and connections and make some decisions. Circle a few people that have the most relational lines drawn to them. Consider if a person or institution in the map isn't well connected to others, but still holds a lot of influence.

Step 7: Make a Plan

Create some action steps for what to do. What will people do, and who will people contact next?

Action Planning Worksheet

1. What do I know about the issue I want to address on this campus?

What do I know?	So what? (or...how might I use this information?)

2. What do I need to know, find out?

What do I need to know?	For what purpose?

3. Who are key people or offices?

- a.
- b.
- c.
- d.
- e.
- f.

Implementation

What needs to be done?

By when?

By whom?

What resources do you need?

Obstacles

What obstacles might you face?

How will you address these obstacles?

Evaluation

What evidence indicates progress/success?

What will you collect?

What will you do with it?

What is your time frame?

What are the short term implications of your goal?

What are the long term implications of your goal?