Virtual Tool Box

Know What Motivates People to Act in Certain Ways

In the spirit of collective learning, the following tips offer ideas on how to create healthy spaces for bringing people together for collective learning and inclusive dialogue.

Questions for Authentic Relationship Building
The questions below offer ideas to use during one-to-one meetings where you are trying to learn more about another person who has expressed interest in wanting to be involved with their neighborhood or who you believe could be a valuable asset to the neighborhood building process.

- Why is it that you are involved in the community?
- Who taught you that being involved in the community was a good thing?
- Is there a particular occurrence that captured your attention and made you want to get involved?
- Is there a particular project/event that you have been involved in making happen in your community that you are proud of?
- How about an opportunity that you had to get involved and you didn’t and you wish you would have?
- How has growing up in Texas/South shaped the way you see yourself and your involvement in the community at large?
- How has growing up/experience _______ during your lifetime affected the way you interact and engage in the community at large?
- What is your biggest dream for your community?
- What’s holding you back from being engaged/effective in your community?
- What do you think you learn from being involved in the community?
- What do you hope others learn from their experiences of being involved in the community?
Another way to think about building authentic relationships is to take time to explore what a person values and what resources/assets they bring into the neighborhood building process.

Often, when trying to engage people in a process, people go directly from "needs" to "interests" without exploring what a person values (based on beliefs about how the world ought to be) or the resources (intellectual, lived-experience, access to others, etc...). This is important because people tend to use their resources based on their values/what they think is important.

**Understanding what a person values and their resources/assets allows you to better understand their interest and will inform you how to engage them in building your community.**

<table>
<thead>
<tr>
<th>Need</th>
<th>Value</th>
<th>Resources</th>
<th>Interest</th>
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</thead>
<tbody>
<tr>
<td><strong>EXAMPLE</strong></td>
<td><strong>I need housing.</strong></td>
<td><strong>I value safety.</strong></td>
<td><strong>The housing in my neighborhood is run down but has good foundations.</strong></td>
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<td><strong>EXAMPLE</strong></td>
<td><strong>I want to make sure the land my church is thinking about purchasing is a good investment.</strong></td>
<td><strong>I value spending resources in a smart way.</strong></td>
<td><strong>Ability and willingness to reach out.</strong></td>
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<td><strong>EXAMPLE</strong></td>
<td><strong>I need good nutritious food to eat.</strong></td>
<td><strong>I value being healthy.</strong></td>
<td><strong>I know how to garden.</strong></td>
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