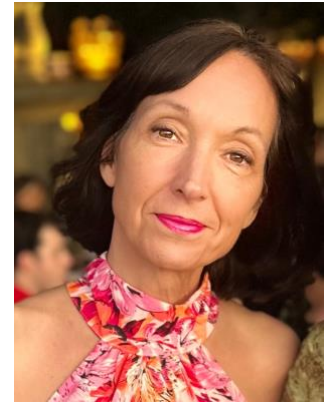




Difficult Conversations

From Reactivity to Relationship

Difficult conversations are rarely difficult simply because we don't know what to say.

They become difficult when emotions, assumptions, past experiences, expectations, and relationship dynamics enter the room, often without our awareness.

My approach helps leaders and teams slow down enough to understand what is really happening, develop greater self-awareness, and experiment with a different way of engaging.

Three Ways to Work Together

90-Minute Workshop – A Practical Introduction to Difficult Conversations



An engaging, experiential introduction to the psychological and relational dynamics that can make difficult conversations difficult.

Participants explore a real conversation from their own experience and learn to notice what was happening beneath the words: thoughts, emotions, body responses, assumptions, and interpersonal dynamics.

They are introduced to a simple framework:

I See → I Think → I Feel → I Want

Participants leave with a practical tool for approaching their next difficult conversation with greater awareness and intention.

Best for: Teams, leadership groups, conferences, retreats, and capacity-building programs.

Three-Part Series – From Reactivity to Relationship

A deeper learning experience that takes participants through the full arc of a difficult conversation.

Part 1: Seeing What Is Really Happening

Explore a past difficult conversation and uncover the thoughts, emotions, assumptions, and relational dynamics that shaped the experience.

Part 2: Preparing to Engage Differently

Apply what you've learned to an upcoming conversation. Clarify intentions, explore emotional responses and assumptions, consider the relationship, and identify a different way of engaging.

Part 3: Learning From the Conversation

Return to the experience after the conversation takes place. Explore what happened, what surprised you, what shifted, and what you can learn for future interactions.

Includes: A pre-series reflection process and Customized Group Insights Report identifying themes and questions emerging across the group.

Best for: Leadership teams, nonprofit cohorts, boards, and organizations seeking deeper and more lasting learning.

Difficult Conversations Coaching – Support for a Conversation That Matters

Sometimes you don't need a workshop. You need someone to help you think. Individual or team coaching is available before, during, or after a difficult conversation. Together, we can explore:

- What is really happening?
- What am I assuming?
- What am I feeling, and where do I feel it?
- What might I be bringing to this situation?
- What do I want for myself, the other person, the relationship, and going forward?
- How might I engage differently?

Coaching can also help when a difficult conversation is part of a recurring relationship pattern or larger organizational dynamic.

Best for: Leaders, managers, board members, teams, and individuals navigating a specific situation.

I Begin by Listening

I don't begin with a generic workshop. Before a group experience, participants may complete a brief reflection about their experiences, challenges, questions, and goals.

I review the responses and look for patterns, themes, assumptions, and areas of curiosity that can help shape the experience around the actual starting point of the group.

When appropriate, these themes are synthesized into a Customized Group Insights Report, along with questions, practical tools, or potential next steps for further exploration.

The result is an experience that meets people where they are, rather than where a generic curriculum assumes they are.



A Depth Psychology Perspective

My work draws on depth psychology to explore not only what is known, but what may be happening beneath the surface. The approach is curious rather than diagnostic, practical rather than prescriptive, and designed to help people become more effective without blaming themselves or others.

The goal is not simply to have a better difficult conversation. It is to develop the capacity to remain thoughtful, curious, and connected when something important is at stake.

I bring two decades of experience working with nonprofits, schools, leaders, teams, and boards, combined with doctoral training in depth psychology. My work helps people recognize patterns they may not have noticed before, creating conditions for new perspectives, conversations, and possibilities to emerge.

About Deborah Lukovich, PhD

Depth psychologist, executive coach, organizational consultant, author, speaker, and host of the [Dose of Depth podcast](#). For more than twenty-five years, Deborah has worked alongside nonprofit leaders, boards, communities, and individuals. Her work integrates depth psychology, neuroscience, leadership development, organizational consulting, and systems thinking to support healthier relationships, deeper reflection, and the emergence of new possibilities.



Start Here

My approach to leadership and workplace culture: <https://www.deborahlukovich.com/leadersandorganizations>

