IP BEST PRACTICES

Constructive Dialogue

A best practice shared by Henno Janmaat.

Generated on 22 November 2026

Constructive Dialogue

A card-based dialogue where colleagues sort behaviours by strength and development potential, value by value.

Key steps

Define the aspired behaviours of your organisation per each of your company values, preferably ten behaviours per value.

Search the internet for "own card game" and build your own set of cards, with the value on one side and behaviours on the other.

Invite a colleague for a constructive dialogue, choose a value, place the cards with the behaviours of that value in a row.

Push the card of strength up and the card where you see development potential down (TOP-TIP), give examples, switch roles, move to the next value.

CONTACT

InspiringPeople

ADDRESS

Maliebaan 45

3581 CD Utrecht

The Netherlands

PHONE

+31 84 00 38 999

EMAIL

contact@inspiringpeople.com



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