

LUV LIBRARY OF PERSPECTIVE

When We Stop Seeing Each Other

Perspective Discussion Guide
Library Title #003 | Shelf: Relationship

The Purpose of This Conversation

The purpose of this conversation is not to decide whether people care. Most people do. The purpose is to explore a different question: What pressure may be shaping what we are able to see? This discussion is an invitation to explore the Perspective itself, what felt true, what felt uncomfortable, what challenged assumptions, and what became visible through reflection.

How to Use This Guide

Invite discovery rather than persuasion. Allow disagreement, uncertainty, and silence. Ask for meaning before asking for solutions. Resist rushing toward consensus. The conversation has been worthwhile when people leave seeing something they had not previously seen.

Shared Discussion Questions

First Reactions

- What stood out to you most?
- What challenged your thinking?
- What idea are you still sitting with?

Seeing and Being Seen

- What does it mean to feel genuinely seen?
- Can someone care about you and still not fully see you?
- What helps people feel seen?

Pressure and Attention

- How does pressure shape attention?
- What becomes easier to see under pressure?
- What becomes harder to see?

The Lens

- What lenses do you carry?
- How do they help?
- How might they limit what you are able to see?

A. Leadership Perspective

Purpose: Explore how pressure, accountability, urgency, and stewardship shape what leaders are able to see.

- What pressures most shape leadership attention?
- What risks become highly visible?
- What important things become easier to overlook?
- What happens when deliverables become easier to see than purpose?

Question to Sit With:

What may have drifted from view while carrying the responsibilities of leadership?

B. Managers and Supervisors Perspective

- When pressure rises, what becomes easier to see than the people we supervise?
- How does urgency affect curiosity?
- What might staff be experiencing that is difficult to see from your position?

Question to Sit With:

When pressure rises, what becomes easier to see than the people we supervise?

C. Professional Partner Perspective

- What helped the professional partner begin seeing Michael differently?
- What shifted when curiosity replaced assumptions?
- What pressures make it difficult to remain curious?

Question to Sit With:

What might become visible if curiosity received as much attention as compliance?

D. Whole Organization Perspective

- How does pressure travel through the organization?
- What pressures are visible from your role?
- What pressures are invisible?
- What becomes possible when people understand the pressures carried by others?

Question to Sit With:

What becomes possible when people across roles begin understanding what pressure looks like from another person's position?

E. Community Perspective

- Where might labels, assumptions, or history be shaping what we are able to see?
- What helps communities feel genuinely heard?
- How can organizations recognize that silence does not necessarily mean agreement?

Question to Sit With:

Where might labels, assumptions, or history be shaping what we are able to see about one another?

After the Discussion

- What idea are you still sitting with?
- What did you hear today that you had not considered before?
- What tension remains unresolved?
- What question do you want to carry forward?

Guidance for the Person Holding the Conversation

Your role is not to teach the correct interpretation.

- Invite rather than persuade.
- Protect dignity.
- Allow disagreement.
- Make room for silence.
- Let discovery belong to the participants.