



Organizational & Talent Design, Development and Transformation

CONVERSATION CARDS

T · H · R · E · A · D

Thread Conversation Cards

Forty questions to open honest conversations about pressure, pattern, and what comes next.

Dr. Leonie H. Mattison
FOUNDER, THE THREAD, LLC

A WELCOME NOTE FROM DR. LEE

Let the questions do the work.

Dear friend,

Some of the most important shifts I have witnessed began with a single good question, asked at the right moment, in a room where people felt safe enough to answer honestly.

————— ◆ —————
A good question can loosen a pattern that years of effort could not.
————— ◆ —————

These cards bring the six practices of The T.H.R.E.A.D. System™ into conversation. Use them with your leadership team, in a mentoring session, around a family table, or on your own.

Go slowly. One card, fully explored, is worth more than ten answered quickly.

Dr. Leonie H. Mattison

FOUNDER, THE THREAD, LLC · CREATOR OF THE T.H.R.E.A.D. SYSTEM™

INSIDE, YOU WILL FIND

Six cards for each of the six practices

Three ways to use them

Four “weave it together” cards to close a conversation

Printable sheets of eight cards each

HOW TO USE THE CARDS

Three ways to play

i

One practice, one conversation

Choose the practice your moment calls for, and work through its six cards in order. Close with a Weave card.

ii

Draw and discuss

Shuffle the deck. Each person draws one card, reads it aloud, and answers first. Others build on the answer before drawing the next card.

iii

A card a day

Draw one card each morning and carry the question with you. Write a short answer at the end of the day.

GROUND RULES FOR A GOOD CONVERSATION

Listen to understand, not to respond.

Speak from your own experience.

It is fine to pass, and fine to return to a card later.

What is shared in the room stays in the room.

TO PRINT

Print the card pages on heavy paper or card stock. Trim along the light guide lines, using the corner marks to line up your cuts. Each sheet holds eight cards.

THINK DEEPLY

Inward · one

What is really happening beneath
the first explanation?

_____ T _____

THINK DEEPLY

Inward · two

What are we treating as fact that
may still be an interpretation?

_____ T _____

THINK DEEPLY

Inward · three

What explanation arrived first,
and why?

_____ T _____

THINK DEEPLY

Inward · four

What are we avoiding because it
would complicate the story?

_____ T _____

THINK DEEPLY

Inward · five

What might our current response
be protecting?

_____ T _____

THINK DEEPLY

Inward · six

What would we see if we slowed
down for one more day?

_____ T _____

HARVEST WISDOM

Backward · one

What has experience already
taught us that we have not yet
fully used?

_____ H _____

HARVEST WISDOM

Backward · two

What did our last attempt at this
teach us?

_____ H _____

Whose experience has been left
out of how we understand this?

—— H ——

Where are we romanticizing the
past, or dismissing it too quickly?

—— H ——

What wisdom do the people
closest to the work hold?

—— H ——

What story about our history
shapes what feels possible today?

—— H ——

What response keeps repeating
when pressure rises?

—— R ——

What did that pattern once
protect?

—— R ——

What is it costing us now, and
who carries that cost?

—— R ——

What would feel unsafe if we let it
go?

—— R ——

RELEASE PATTERNS

Downward · five

What routine, meeting, or habit
keeps the old pattern alive?

_____ R _____

RELEASE PATTERNS

Downward · six

How can we honor what this
pattern did while releasing it?

_____ R _____

ENLIST ALLIES

Outward · one

Who must be enlisted to help us
see, hold, challenge, resource, and
carry the change?

_____ E _____

ENLIST ALLIES

Outward · two

Who is an audience to this
change, and who is an ally?

_____ E _____

ENLIST ALLIES

Outward · three

Whose perspective would make
our view more complete?

_____ E _____

ENLIST ALLIES

Outward · four

Where have we narrowed our
circle under pressure?

_____ E _____

ENLIST ALLIES

Outward · five

Who has been carrying knowledge
without the authority to act on it?

_____ E _____

ENLIST ALLIES

Outward · six

What would make it safe for
people to tell us the truth?

_____ E _____

ADOPT CHANGE

Upward · one

What new response must be
adopted, practiced, and
reinforced?

_____ A _____

ADOPT CHANGE

Upward · two

Where does the old pattern still
receive reward?

_____ A _____

ADOPT CHANGE

Upward · three

What is one small experiment we
can try this month?

_____ A _____

ADOPT CHANGE

Upward · four

What will we no longer reward?

_____ A _____

ADOPT CHANGE

Upward · five

What support would make the
new response easier to repeat?

_____ A _____

ADOPT CHANGE

Upward · six

How will we know the new
response is holding?

_____ A _____

DESIGN WHOLENESS

Forward · one

What conditions must be
redesigned so the change becomes
coherent and whole?

_____ D _____

DESIGN WHOLENESS

Forward · two

Where are we telling one story
and living another?

_____ D _____

DESIGN WHOLENESS

Forward · three

Do our structures align with the
future we are naming?

_____ D _____

DESIGN WHOLENESS

Forward · four

What rhythm will help this
change last?

_____ D _____

DESIGN WHOLENESS

Forward · five

What needs to be redesigned,
kept, or let go?

_____ D _____

DESIGN WHOLENESS

Forward · six

What does wholeness look like for
us one year from now?

_____ D _____

WEAVE IT TOGETHER

Any practice · one

Which practice is this moment
calling for most?

_____ ◇ _____

WEAVE IT TOGETHER

Any practice · two

What pattern do you notice
across our answers?

_____ ◇ _____

WEAVE IT TOGETHER

Any practice · three

What is one thing we will do
differently this week?

_____ ◇ _____

WEAVE IT TOGETHER

Any practice · four

What are we choosing to weave
next?

_____ ◇ _____