



ED ENUF

THE DIVERSITY E-LEARNING PLATFORM

Postures For
Having Courageous
Conversations

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You will find these icons positioned throughout Ed Enuf's handouts to bring your attention to important points and help you sharpen your skills.

ACTION PLANNING

Unless applied to our day-to-day behavior, learning does not transfer into action. Here's a place to write down how you will apply what you learned.



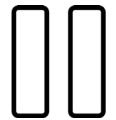
DATA POINT

Here's the data to back it up! You'll find a study, statistic, or scientific finding that supports the essential nature of the topic.



PAUSE FOR EFFECT

It's easy to read through an important point without synthesizing it. When you see this icon, reread the highlighted sentence, then take 60-seconds to ponder it.



PLAY VIDEO

Before continuing, log onto the Ed Enuf platform and watch the corresponding video lesson. We'll introduce the key concepts that will be discussed in the following topic.



SPARK THE CONVERSATION

Practice your critical thinking skills by answering these questions – either individually or as a group.

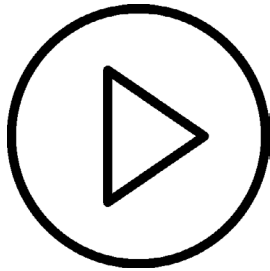


TIPS FOR SUCCESS

Here's an invitation to implement something new into your everyday life. Try applying it and see how it goes!







Log onto Ed Enuf and watch

POSTURES FOR HAVING COURAGEOUS CONVERSATIONS



Five postures for
*Having Courageous
Conversations*

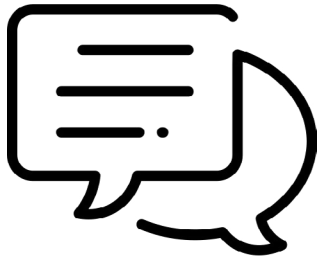
1. Establish and discuss ground rules that explicitly state how team members will respectfully interact with each other. This prevents or reduces misunderstandings and disagreements. (See examples of suggested ground rules given on page seven.)
2. Be **OK** with discomfort. While your emotions may warn you to avoid such conversations, focus on the benefits of getting to know others, which may enhance your way of thinking and improve productivity and innovation in your workplace.
3. Remain humble and aware of your own biases. We all bring our past experiences and emotions into present conversations. Prepare yourself to recognize these emotions and, if appropriate, share what you are feeling.



Five postures for
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4. Speak your truth without taking up too much space. Remember that you are there to understand more than to be understood. Ask questions to learn more about other people. If you disagree with what a person has said, do so in a respectful manner that allows for meaningful discussions.

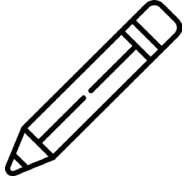
5. Remember that courageous conversations take time and intentional efforts on all parts of all involved. Don't expect immediate changes of attitudes or behaviors after one discussion. Plan regular and consistent opportunities for such conversations.



Suggested Ground Rules for *Having Courageous Conversations*

- Your goal is to have honest and open conversations which allow yourself and others grow in your ability to understand each other and work together in unity to create diversity, equity and inclusion in your workplace.
- There are no right or wrong answers. Expect that you will have different points of view. Please feel free to share your point of view even if it differs from what others have said.
- Silence is *OK*. It indicates that processing is taking place.
- Your comments are confidential and your name will not be associated with any comment.
- You are here to ask questions, listen, and make sure everyone has a chance to share. Be interested in hearing from everyone.





MY ACTION PLAN FOR HAVING COURAGEOUS CONVERSATIONS

Based on the self/group reflection done in this course, I plan to practice the following behaviors that will enhance my ability to embrace the diversity that has become a part of the 21st-century workplace:

1.

2.

3.