

# Conversing with Purpose

## Talking About Hard Things



### Ensure comfort

- Set guidelines for how the discussion should go such as expecting mutual respect and active listening.
- Speak in small groups in a relaxed setting

### Lead with curiosity

- Respect others point of view and willingness to share
- “Genuine respect and vulnerability typically produce more of the same: mutual respect and shared vulnerability.”

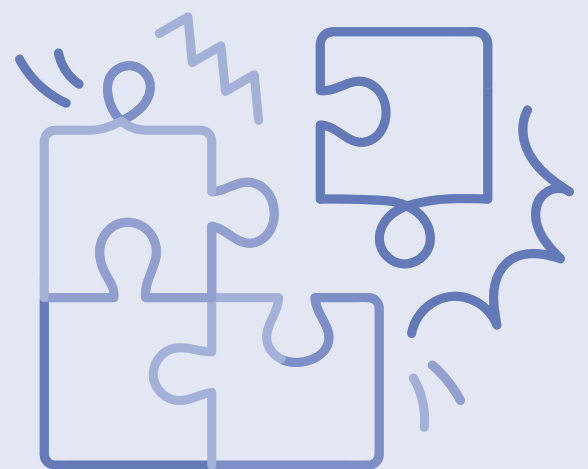


### Do not shame or humiliate

- Everyone has different opinions, understanding, and upbringing.
- Use empathy and kindly set boundaries about acceptable behavior

### Call in vs. Call Out

- Calling in: “when we want to help imagine different perspectives, possibilities, or outcomes”
- Calling out: “when we need to let someone know that their words are unacceptable”
- Know the difference and when each is necessary



### Aiko Bethea on Inclusivity At Work: The heart of hard conversations

