



HEALTHY COMMUNICATION

Conversations starters to challenge assumptions and stay curious*:

- The story I'm telling myself is...
- I'm curious about...
- Tell me more.
- That's not my experience (instead of "You're wrong about him, her, them, it, this...")
- I'm wondering...
- Help me understand...
- Walk me through...
- Tell me why this doesn't fit/work for you.
- I'm working from these assumptions – what about you?

Signs that you're ready to give feedback and have a growth mindset*:

1. I'm ready to sit next to you rather than across from you.
2. I see the problem as *our* issue rather than *your* issue.
3. I'm ready to listen, ask questions, and accept that I may not fully understand the issue.
4. I'm ready to acknowledge what you do well instead of just picking apart your mistakes.
5. I can hold you accountable without shaming or blaming.
6. I'm open to owning my part.
7. I can talk about how resolving these challenges will lead to growth and opportunity.
8. I can model the vulnerability and openness that I expect to see from you.
9. I am aware of power dynamics and implicit bias.

Thanks to Brené Brown, *Dare to Lead