

COURAGEOUS CONVERSATIONS WITH OUR COLLEAGUES



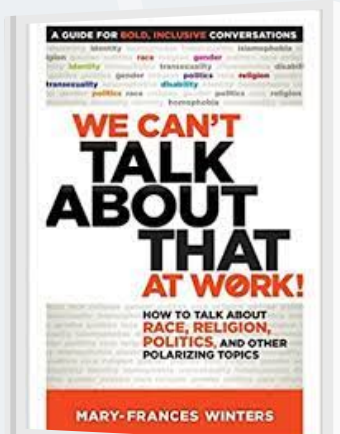
WHY IS IT IMPORTANT TO HAVE COURAGEOUS CONVERSATIONS IN THE WORKPLACE?

- Studies show that a lack of open communication at work (and the absence of support from employers and managers to facilitate honest dialogue) can lead to a toxic culture and increased desire to find a new workplace. [Click here to read more.](#)
- One [study by Smith and colleagues \(2017\)](#), found that professionals who felt comfortable discussing race relations at work also felt freer to express their views and opinions, more welcomed and included on their team and that their ideas were heard and recognized.

THE LEADER'S LIBRARY...

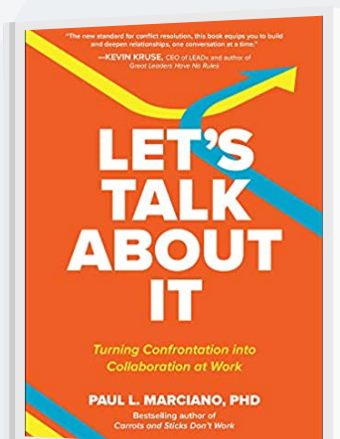
We Can't Talk about That at Work!: How to Talk about Race, Religion, Politics, and Other Polarizing Topics

- This book shows how to structure intentional conversations about divisive topics so people can safely confront biases and stereotypes and create stronger, more inclusive organizations.
- [Click here to read more](#)



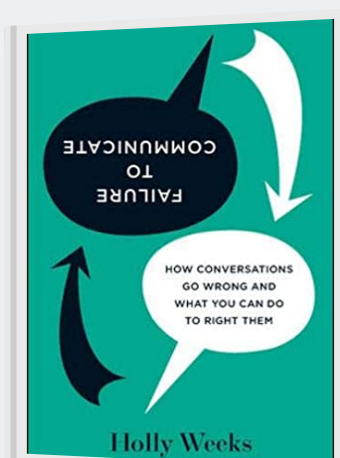
Let's Talk About It: Turning Confrontation into Collaboration at Work

- This book offers guidance to readers on how to use verbal and nonverbal communication to reduce conflict and foster collaboration, deal effectively with different personality types, and navigate the course of a critical conversation from beginning to end.
- [Click here to access the book in Percipio.](#)



Failure to Communicate: How Conversations Go Wrong and What You Can Do to Right Them

- Using proven techniques paired with detailed real-life examples, this book equips you with the strategies and practices you need to transform even the toughest conversations.
- [Click here to access the book in Percipio.](#)



ADDITIONAL READINGS

Article: Why Leaders Need to Welcome Dissent in Teams

This article offers five practical ways to support "facilitated dissent," and explains how this strategy leads to an inclusive workplace culture. [Click here to read more](#)



Article: How to Talk About Race, Gender and Social Issues at Work

This article highlights the proven benefits of having open and respectful conversations in the workplace about important issues. [Click here to read more](#)



Article: How to Provide Feedback That Helps Employees Improve

This article serves as a guide on how to tailor your feedback in the workplace to have a maximum impact on performance. [Click here to read more](#)



Blogpost: Clear is Kind. Unclear is Unkind.

Dr. Brené Brown, endowed researcher and best-selling author, highlights the importance of clarity and tough conversations for a successful workplace. [Click here to read more](#)



HOW TO LEAD A TOUGH CONVERSATION

Leading Tough Conversations Video: This TEDx talk by Adar Cohen explores difficult conversations -- the costs of avoiding them, the benefits of having them, & the three simple rules to leading them successfully.



[Click here to view](#)