Premise Health®

Courageous Conversations: A Guide for Getting the Conversation Started

One of the most important things about cultivating and sustaining a work environment that is diverse, equitable, inclusive, and fosters a sense of belonging is creating a space that:

   a) Feels safe for team members to:
   b) Bring their whole selves to work and:
   c) Allows space for the challenges that we inherently face as humans in the world.

Say something.

Start thinking about creating an environment where you're always talking. Your teammate's lives, just like your own, are always happening. As we know, those things can be impactful in different ways for different people for different reasons. When we create spaces where we are routinely talking about and calling attention to things big and small, we create an environment that is more likely to be a place where people feel safe to share, be open, and allow themselves to feel supported.

Feel like this isn't something that has been happening? It's never too late to start. Can you check in more authentically? More routinely? Are you discussing the happenings around you in meetings?

Rest assured, you don't have to wait to start either. If there is something happening to check in about, now is the time!

Keep it simple.

A genuine, "How are you doing?" goes a long way. Be authentic and don't feel pressure to say more. This is a great place to start and for some, may be as far as you go.

Follow their lead.

There may be times when the answer to that question is, "Fine," and that's okay! Be prepared to follow the other person's lead regarding whether they would like to talk or not. But also know that just because they may not opt to speak further, it doesn't mean that your simple check in and caring didn't impact them in a significant way.

We are grateful to have the opportunity to support you in growing as we learn new ways to work, talk, think, and be together. Please don't hesitate to let us know how we can support you. Questions? Email us at YouBelong@PremiseHealth.com.