

Guidelines for “Real Talk”

“Try On” ... new processes, ideas, perspectives before automatically rejecting them because they are different than your experience, be willing to step out of your comfort zone.

“It’s OK to Disagree” ... disagreement is a necessary part of accepting differences

“It’s Not OK to Attack or Blame Self or others” ...this can happen on a verbal or non-verbal level

“Practice Self-Focus” ...Use I statements, pay attention to what you are feeling and thinking ask questions of self and other, instead of jumping to conclusions, check out your assumptions.

“Practice Both/And Thinking” ... the notion of right/wrong, good/bad, either/or sets up us to value one opinion more than another and is not helpful to difficult discussions because it sets up a hierarchy of value.

“Intent and Impact” ...hearing the impact of our actions without automatically defending them and ourselves, provides those we interact with the opportunity to share valuable information about how to best build relationships across differences.

“100% Responsibility” ...you know more than anyone what you need; let go of all the other things you need to be doing and be present in this process; participation looks different for everyone, be aware of how you learn and process information.

Maintain Confidentiality...anything said of a personal nature cannot be shared outside of this room without the person’s permission, if you want to talk to someone about what they said, ask permission. They can say yes, no or maybe later.

-Interaction Institute for Social Change 2013