

Skills for Inclusive Conversations

with Mary-Frances Winters



Shared Meaning Self-Assessment

	A Great Deal	Somewhat	Not at All
I am culturally self-aware.		Yes	
I have explored my unconscious biases.		Yes	
I am comfortable talking about difficult subjects.	Yes		
I believe that treating everyone the same is not the solution to polarization.		Yes	
I have studied my own and other cultures' norms and beliefs.	Yes		
I have a high degree of emotional intelligence.	Yes		
I readily acknowledge that I don't know what I don't know.	Yes		
I recognize there are differences that make a difference and I try not to minimize them.	Yes		
I have regular exposure to difference.		Yes	
I have meaningful relationships with diverse individuals and groups.		Yes	
I can separate the person from their position.			Yes
My organizational culture is ready to have Bold, Inclusive Conversations®.			Yes
There is a high level of trust in the organization.		Yes	
There is a high level of trust within my team.	Yes		
I am aware of my power and privilege.		Yes	
I already have a lot of experience with Bold, Inclusive Conversations®.			Yes