

Skills for Inclusive Conversations

with Mary-Frances Winters



Shared Meaning Self-Assessment

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