

# 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®.	✓		