

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®. | | | |