Skills for Inclusive Conversations



with Mary-Frances Winters

Readiness Self-Assessment

Are you ready to create shared meaning?

* What am I feeling right now and why?

I am feeling a little tired right now because of my hectic schedule, as I had classes since morning.

* Why did this event induce this particular reaction?

I think maybe it was God’s will and it’s for the best.

* Am I able to see the situation from all sides or am I looking at it in a polarized way?

I try to see the situation from all the sides but it could be difficult to do so at all times.

* Do I realize that these situations are complex and not necessarily easily resolved?

Yes, I do realize it sometimes but that’s how life works and it’s important to gain these experiences as well.

* Am I expecting too much from my coworkers, colleagues, and friends?

Not anymore.

* Do I have a trusted advisor, friend, or confidant with whom I can be open and authentic?

Yes, I have my people who are there for me.

* Am I fixed in my opinions or am I willing to learn how it might feel from the perspective of the other?

I am a little stubborn, so, it’s a little hard for me but I am trying and willing to learn that how it might feel from the perspective of the other.

* What energy do I have to expend to learn more about the situation from the perspective of the other?

I believe I should not be judgmental and should keep my opinion aside for sometime and try as much as I can to understand the other person’s perspective as well.

* Am I willing to put in the time that it will take?

Yes, I am willing to put in the time and also, hard-work that it will take.

* Am I willing to admit that I have biases and blind spots that may be getting in the way of my judgments?

At times I will have to admit that’s it’s true but not always.

* Am I willing to cut my coworkers some slack if they don’t seem to understand?

Yes, I learned and understood that everybody is not same. So, it’s okay to cut some slack.

* Can I live with the fact that some people really just may not care the way I do?

Yes, I think I learnt it the hard way but I did and now I can easily live with this fact.

* Can I live with the fact that I may not be able to make them care?
* Yes, because not everyone is like you.
* Am I willing to be patient and recognize that it may take some time and many teachable moments for my coworkers to understand my perspective?

Yes, because again everyone is a different individual with their own perspectives.

* Am I prepared for, and comfortable with, agreeing to disagree?

Yes, thanks to my parents I am prepared for, and comfortable with, agreeing to disagree.