Courageous Consciousness Chart

Ongoing Commitment.

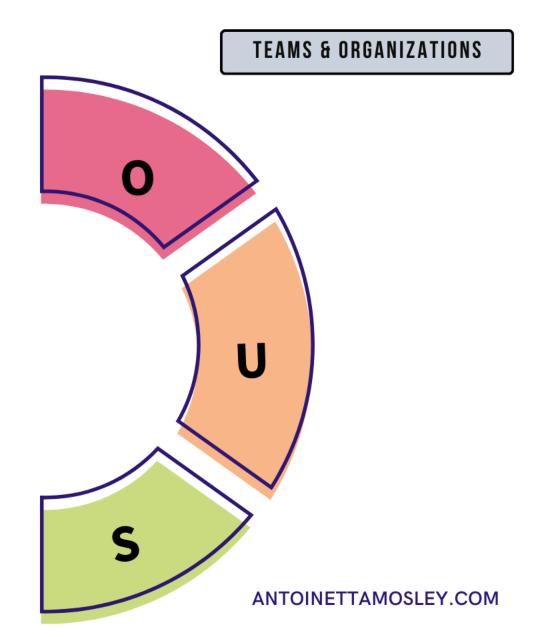
Effective courageous conversations start with making an ongoing commitment.

Unified Purpose.

Effective courageous conversations have a unified purpose as the foundation.

Safety Measures.

Effective courageous conversations seek to foster psychological safety.



1. Ongoing Commitment

A) Leadership

Acknowledge having a positive and healthy culture is a strategic priority.

B) Document/ Measure

All cultural strategy should be documented, measurable, and accessible.

C) Don't DIY your DEI

Resources and expertise should be allocated to culture building.

2. Unified Purpose

A) Leadership

Establish the purpose and objectives for courageous conversations.

B) Document/ Measure

Administer a pre-survey before and a post-survey after courageous conversations.

C) Don't DIY your DEI

Ensure the conversation points back to the mission, vision, and values.

3. Safety Measures

A) Leadership

Acknowledge systemic barriers and the power dynamics in the space.

B) Document/ Measure

Ground rules should be shared in advance and agreed upon by attendees.

C) Don't DIY your DEI

Continue through the discomfort. Inconsistent culture building is more harmful than helpful.