

# Dare to care (a): Do you reach out?

## Culture is a shared responsibility

Research shows a close correlation between a trusting and open collaborative and work environment and our ability to think creatively and perform



## Say it out loud - and reach out...

1. **When you feel that your own or others' boundaries are being violated**
  - ✓ Be interested and ask how the other person and/or others perceived the situation
  - ✓ Share what the situation did to you
  
2. **When you have witnessed a communication that you feel uncomfortable with afterwards**
  - ✓ Return to the person and share what the situation did to you
  - ✓ Then ask how the other person experienced the situation
  
3. **When you are concerned about a colleague**
  - ✓ Ask questions with interest and share that you have noticed a change in behaviour
  - ✓ Refrain from jumping to conclusions or offering to fix anything

# Dare to care (b): How to get started!

**How do I contribute to trust?**  
(psychological safety)

**By talking about what you think and feel**

**What can I share? (examples)**

- Your experience of your social tone, humour etc.
- Your observation of subgroups, lunch clubs etc.
- How you talk about minorities, gender, professionalism etc.
- Your own vulnerability and courage to share your own inadequacies
- What makes you thrive / fail to thrive etc.

**How can I contribute to cultural development?**

- By creating occasions where it's legitimate to talk about what's on your mind
- For example, by starting joint meetings sharing a personal point of attention
  - **One takes the lead on sharing**  
(on a voluntary basis)
  - **Keep it short**  
(e.g. five minutes where one person shares a personal attention and the rest of you listen and share what thoughts it triggers in you)