

Dare to care: 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: 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)