

DEVELOPED BY



MINDFUL
EMPLOYER

canada



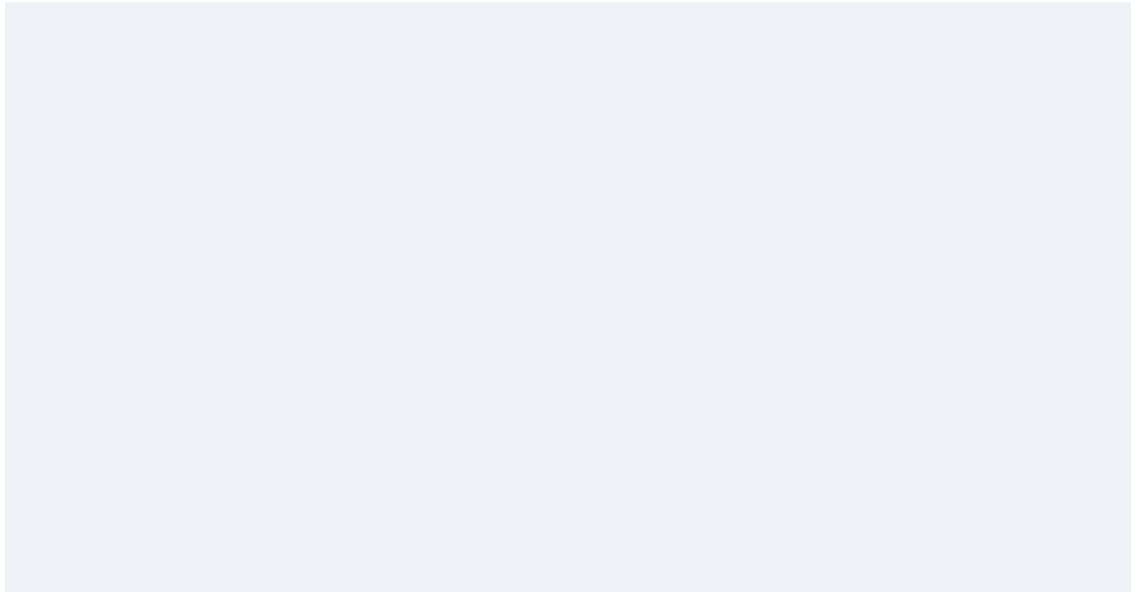
CREATING BRAVE SPACES

Turning people leaders into Mindful Leaders.

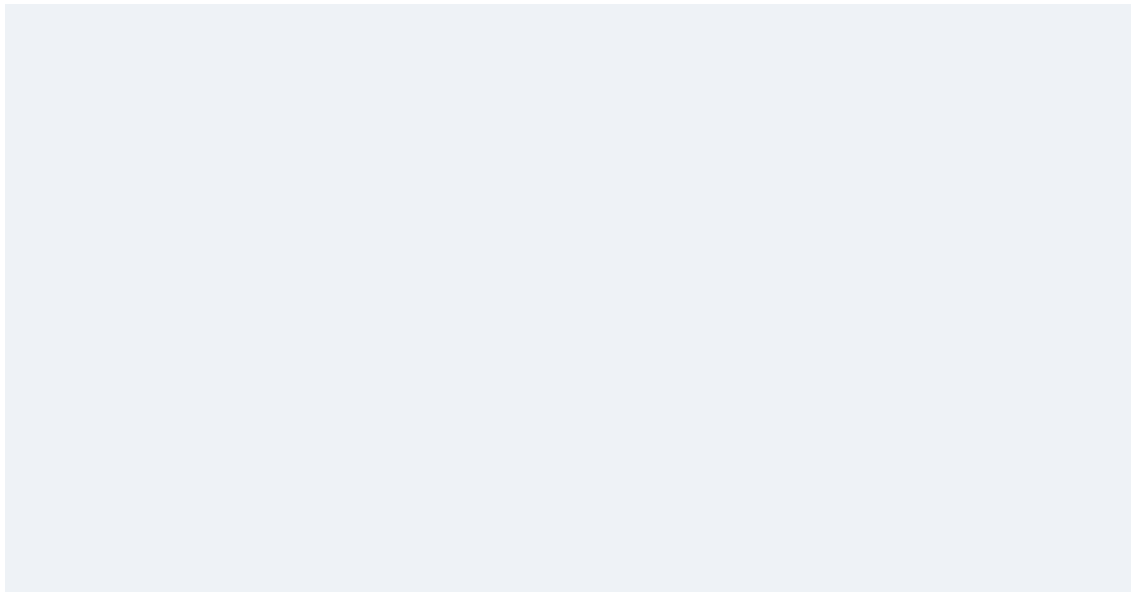
OPEN COMMUNICATION

Open communication occurs when two or more parties are able to equally share information, insights, experiences, thoughts, feedback. The intention of open communication is to have the opportunity to both listen and speak to generate shared understanding.

What does open communication look like?

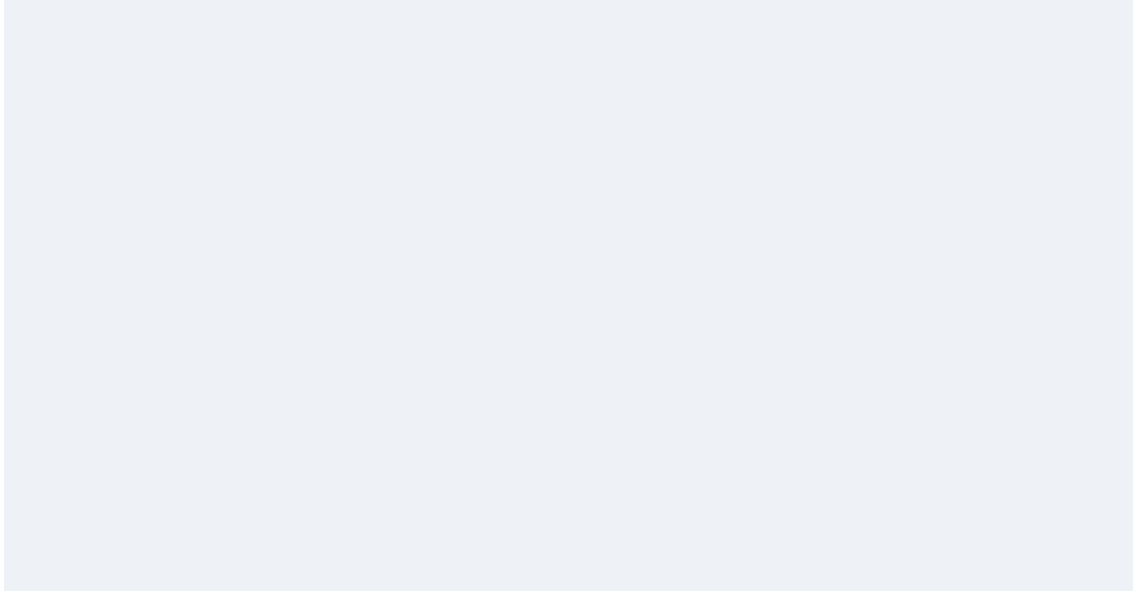


What do we already do to support open communication?



OPEN COMMUNICATION

What actions can we commit to doing to improve open communication?
These will be part of our collective ethics to support brave spaces.



Criteria for effective action(s) are:

Observable

We can witness that it happens, as opposed to being related to an attitude or emotion.

Measurable

We can assess the impact it has – both positive and negative.

Reasonable

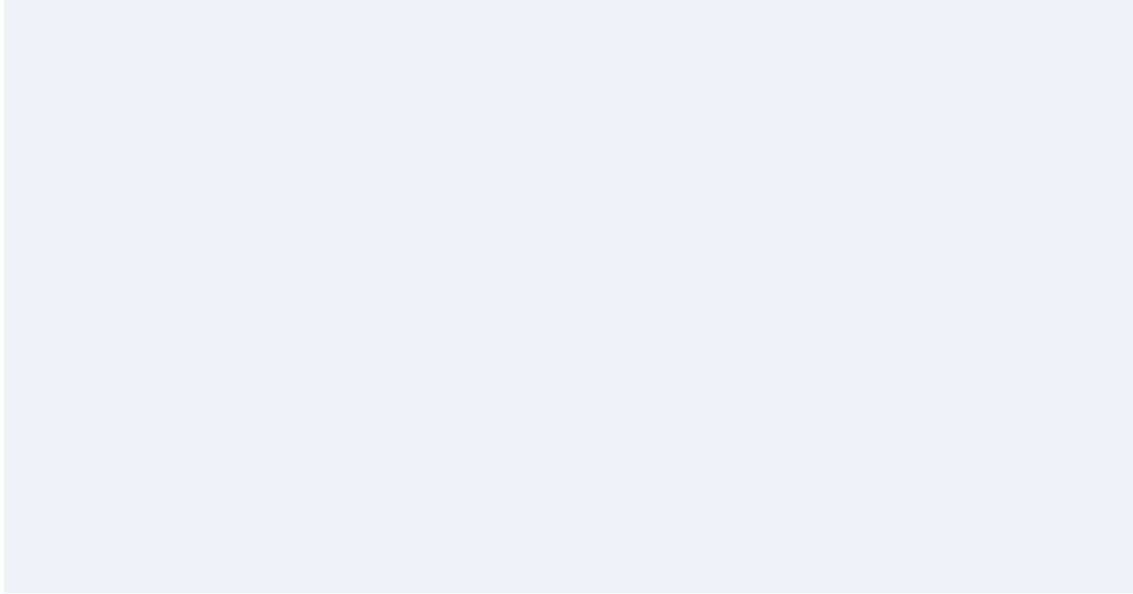
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Relevant

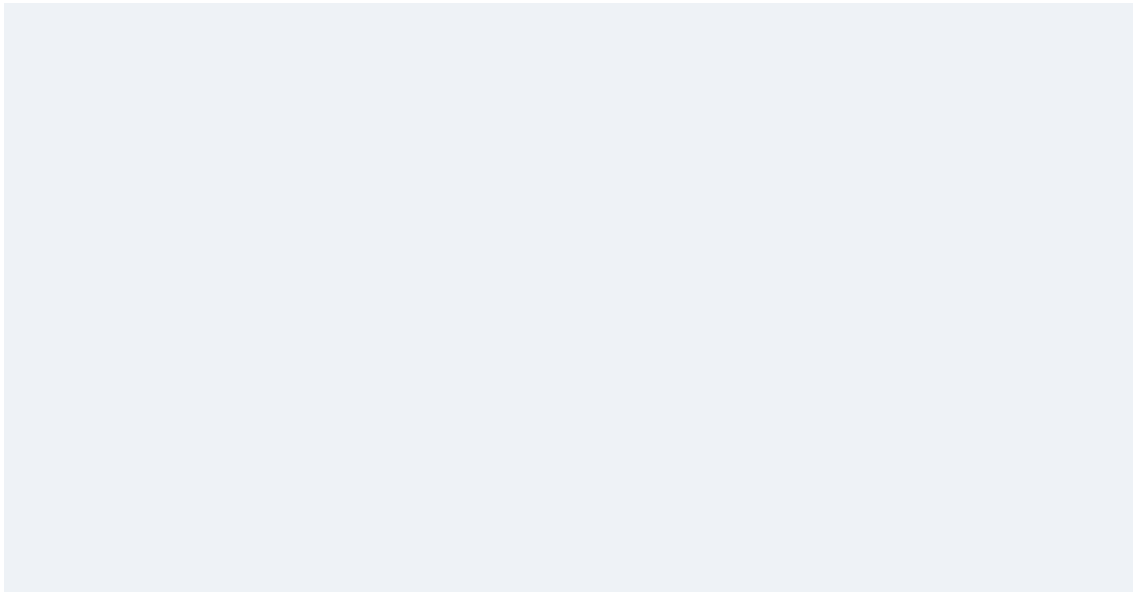
It makes sense for our work situation.

OPEN COMMUNICATION

What are your preferred three actions?

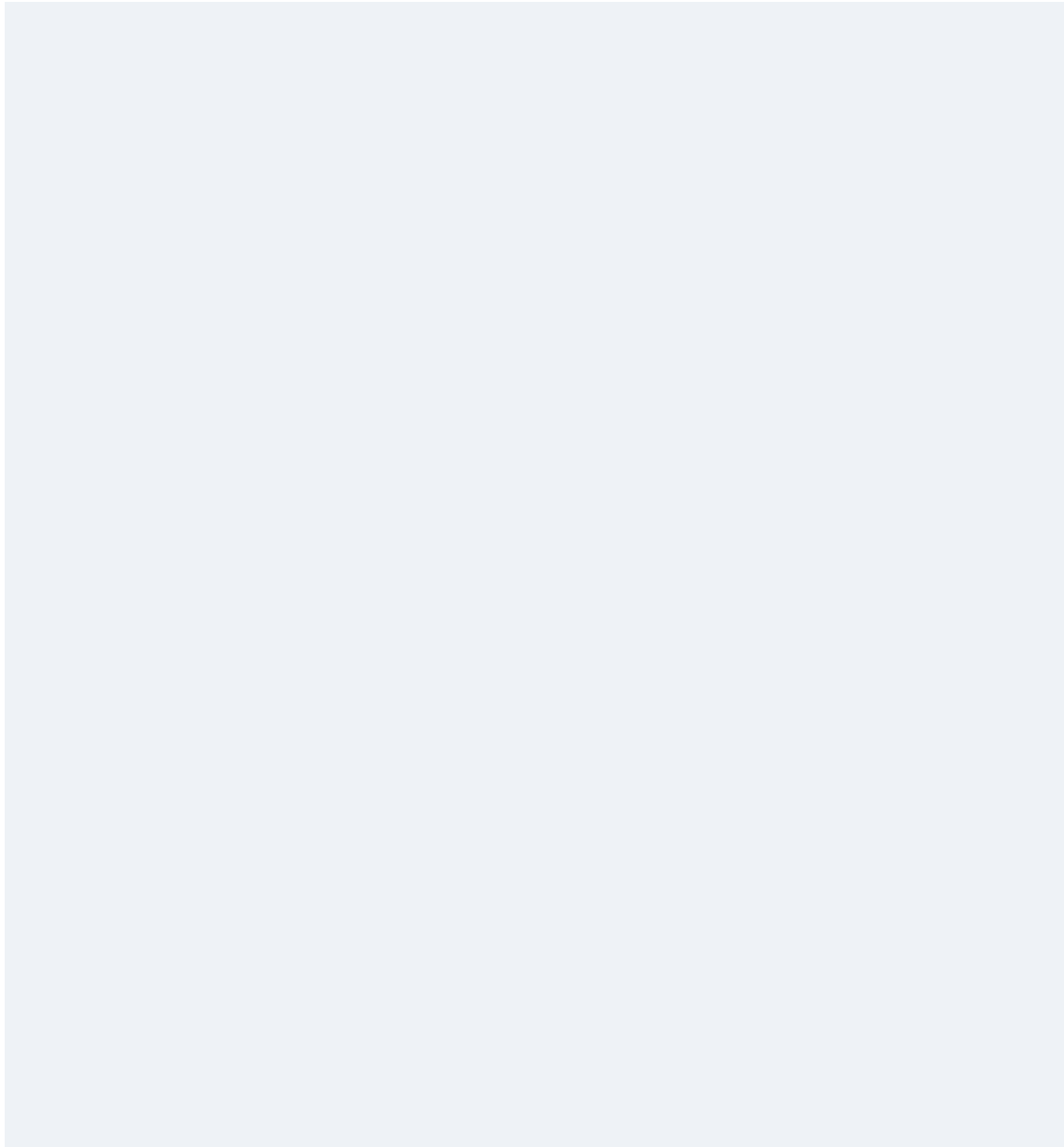


Actions we're committing to:



OPEN COMMUNICATION

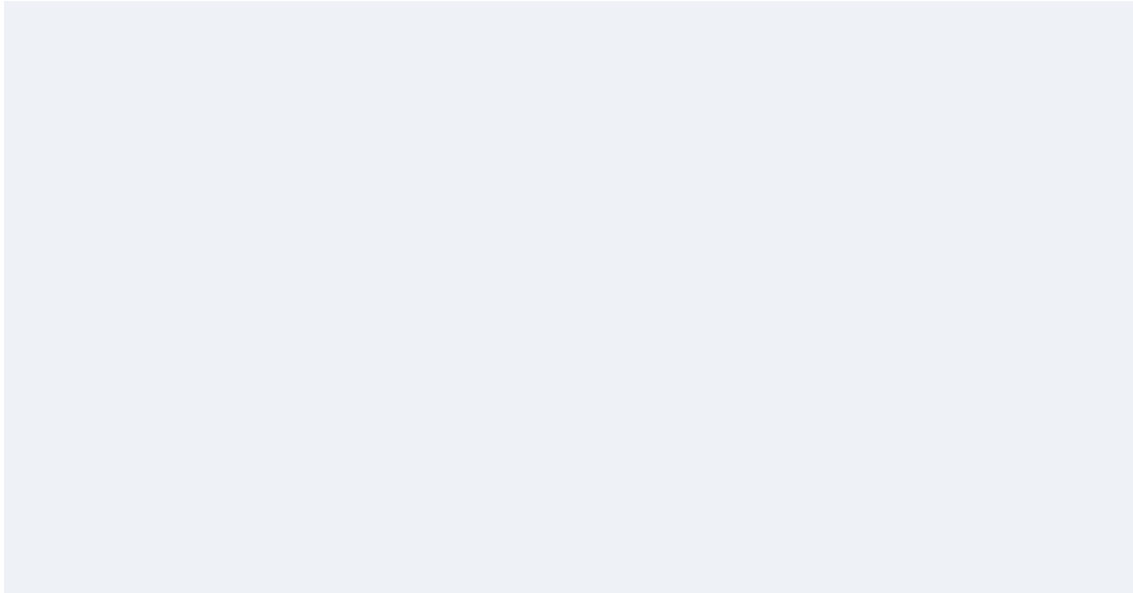
What are some potential challenges we might face adopting these actions and how can we overcome them?



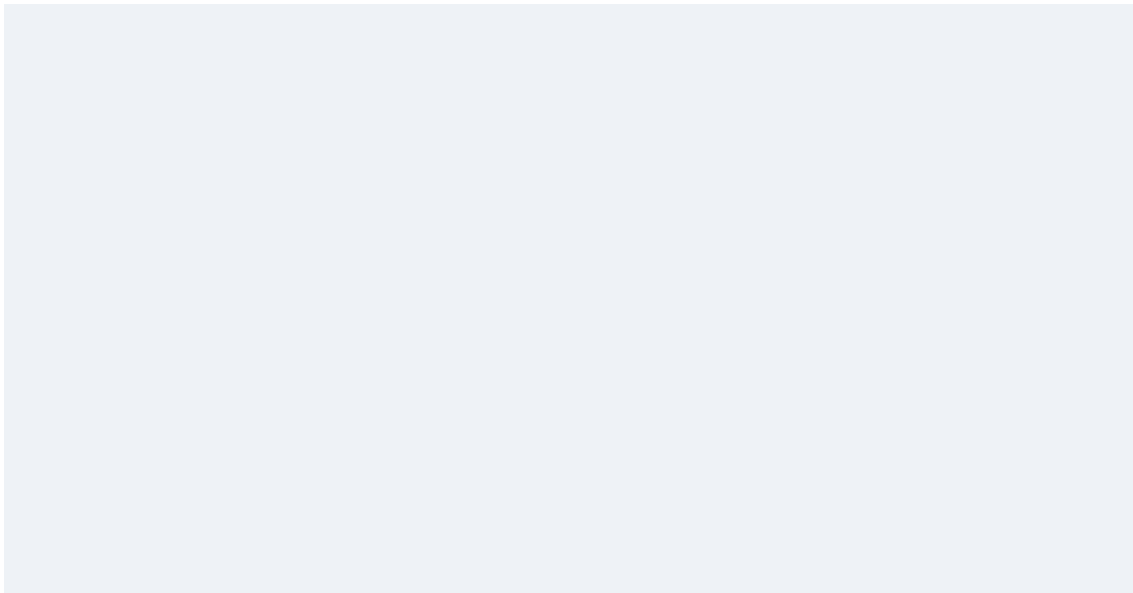
SAFETY

The state of being safe; freedom from the occurrence or risk of injury, danger, or loss. If an employee's sense of safety is compromised, the occurrence is dealt with immediately and the employee receives the support they need.

What does safety look like?

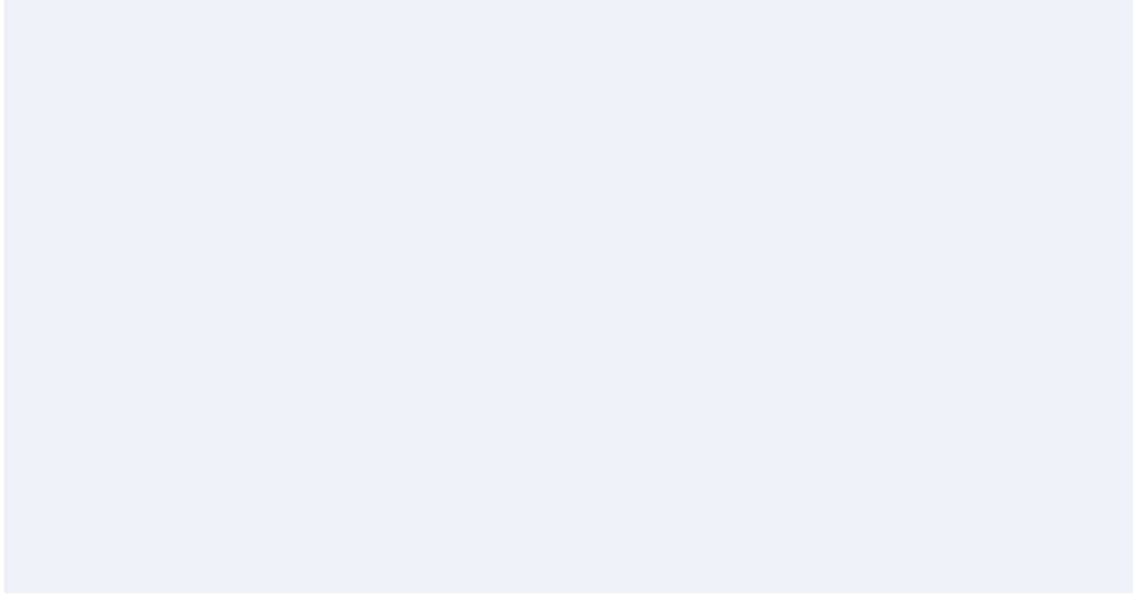


What do we already do to support safety?



SAFETY

What actions can we commit to doing to improve safety? These will be part of our collective ethics to support brave spaces.



Criteria for effective action(s) are:

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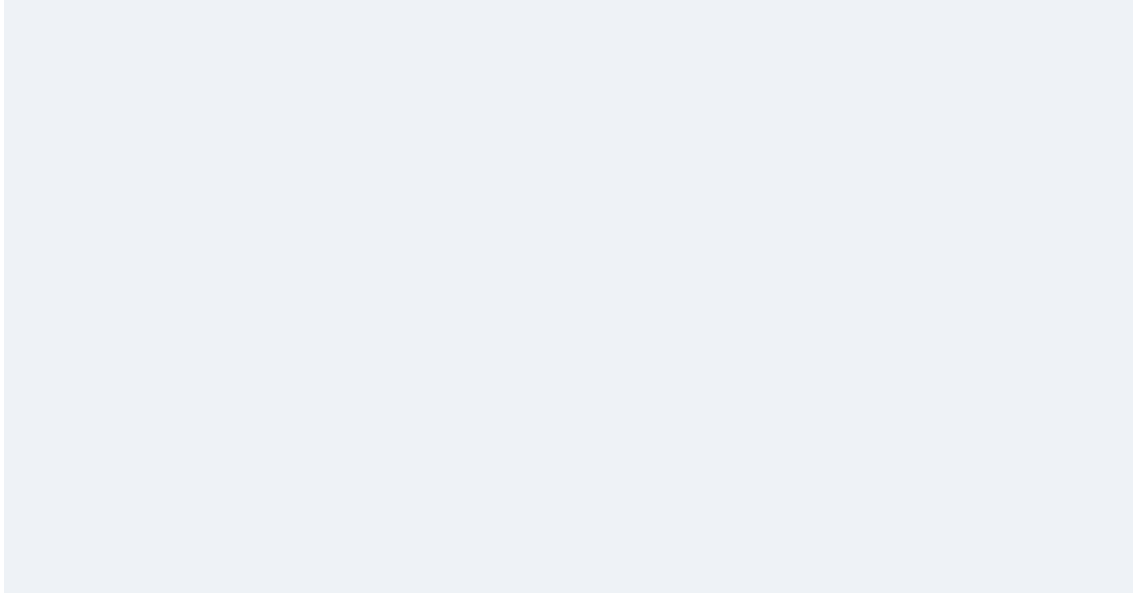
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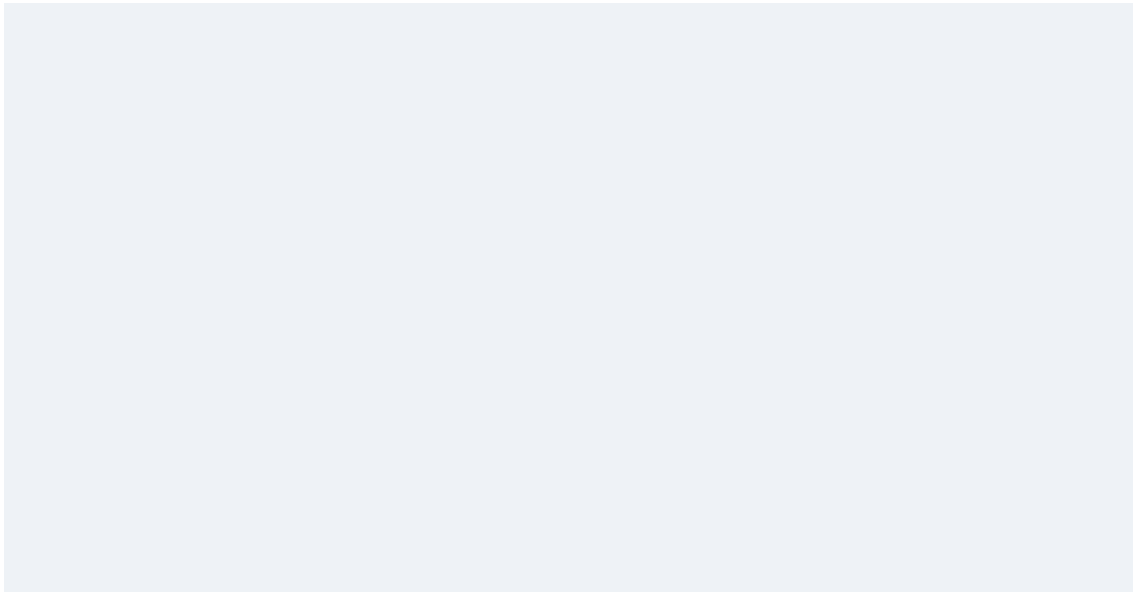
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SAFETY

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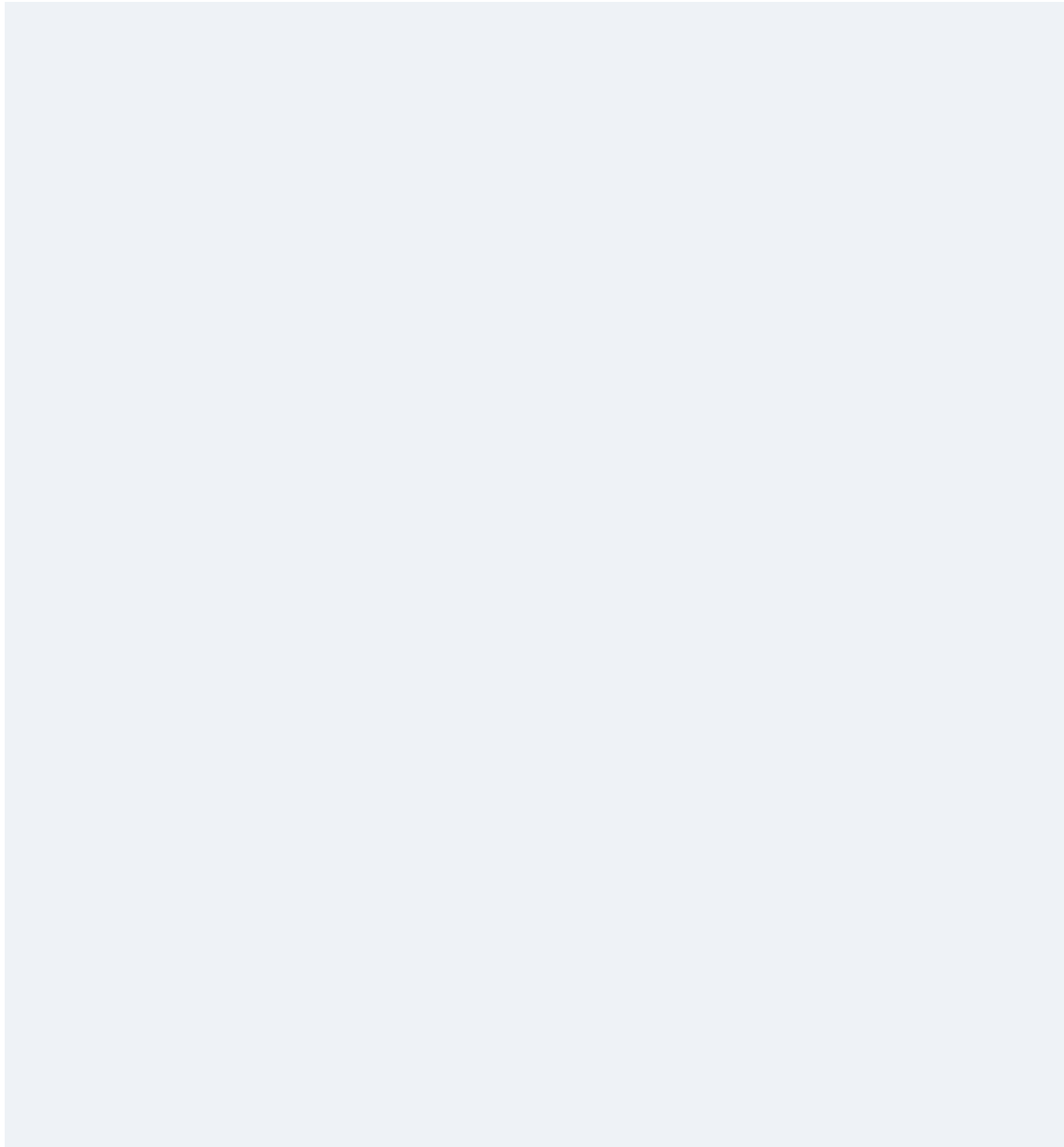


Actions we're committing to:



SAFETY

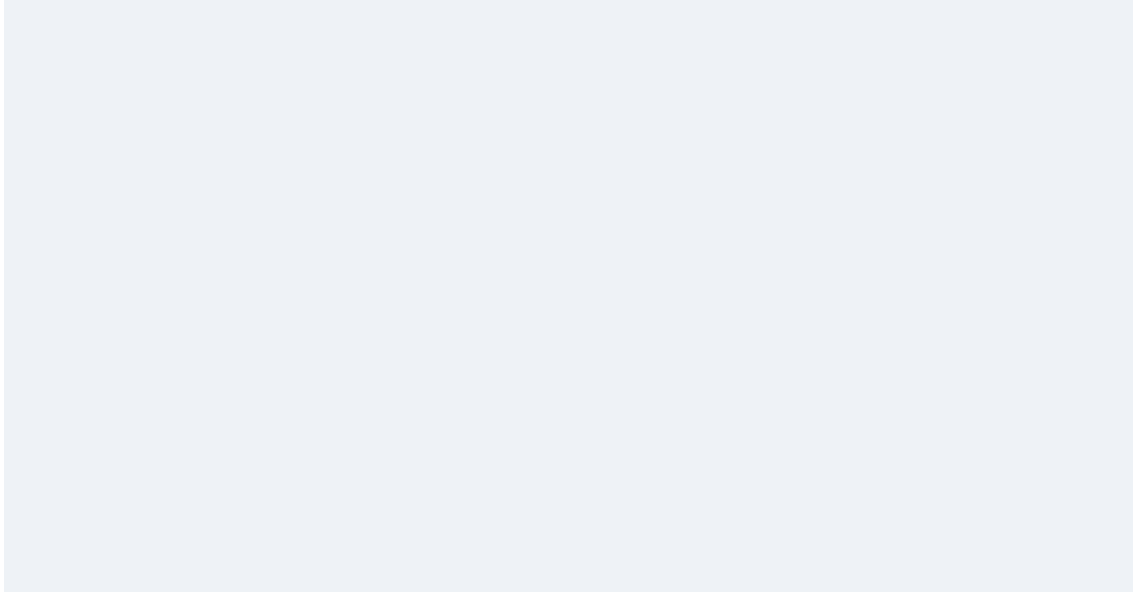
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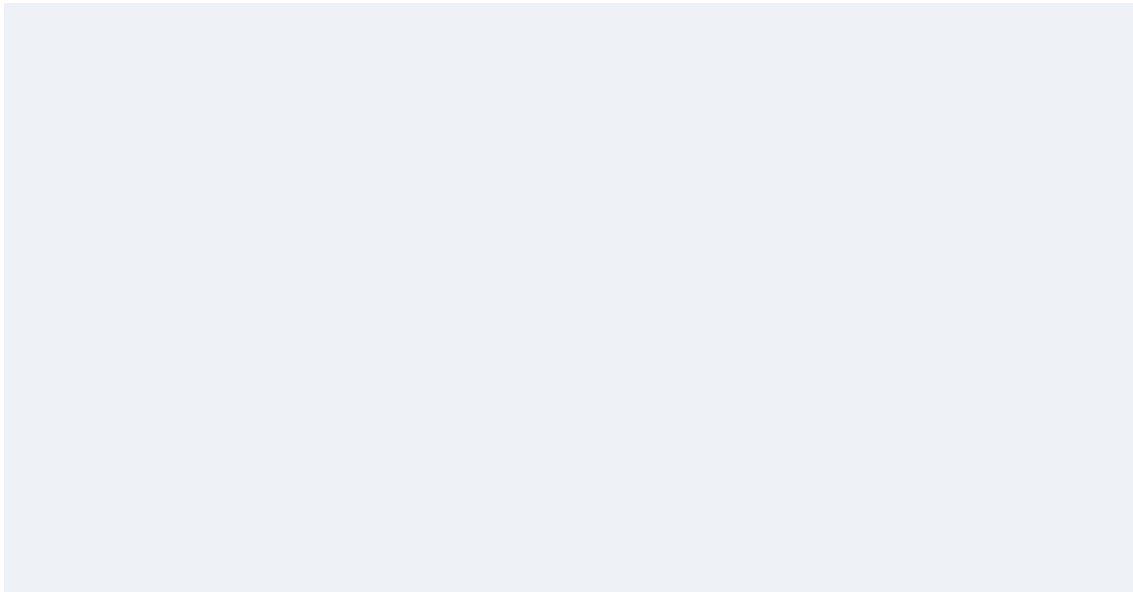
BELONGING

A feeling of being happy or comfortable as part of a particular group and having a good relationship with the other members of the group because they welcome you and accept you. In workspaces, this includes all team members being included in meetings and up-to-date on team activities, including social activities.

What does belonging look like?

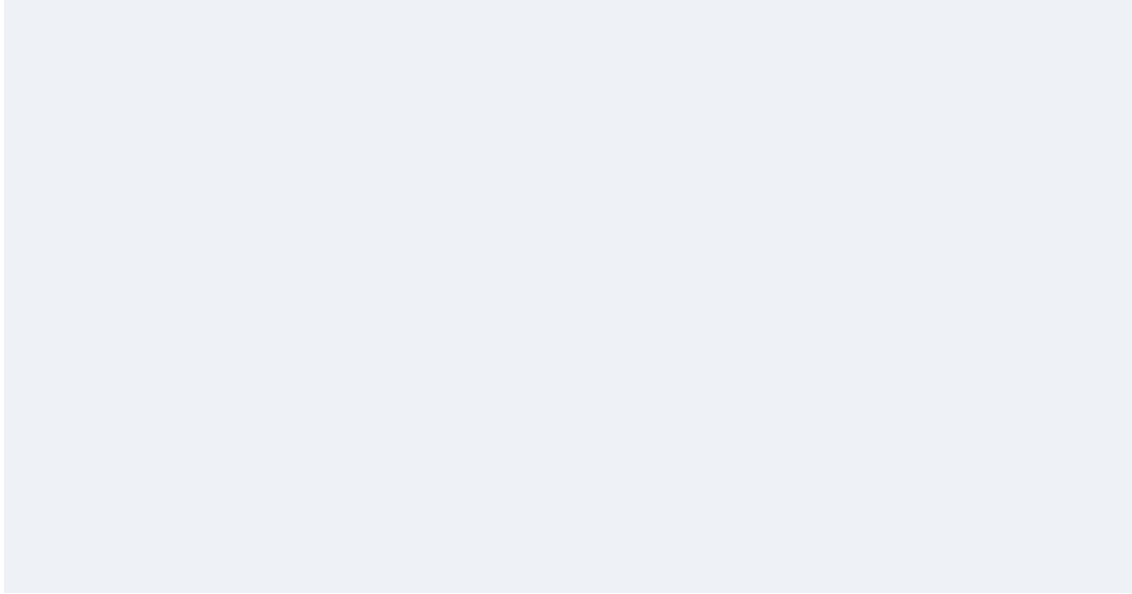


What do we already do to support belonging?



BELONGING

What actions can we commit to doing to improve belonging? These will be part of our collective ethics to support brave spaces.



Criteria for effective action(s) are:

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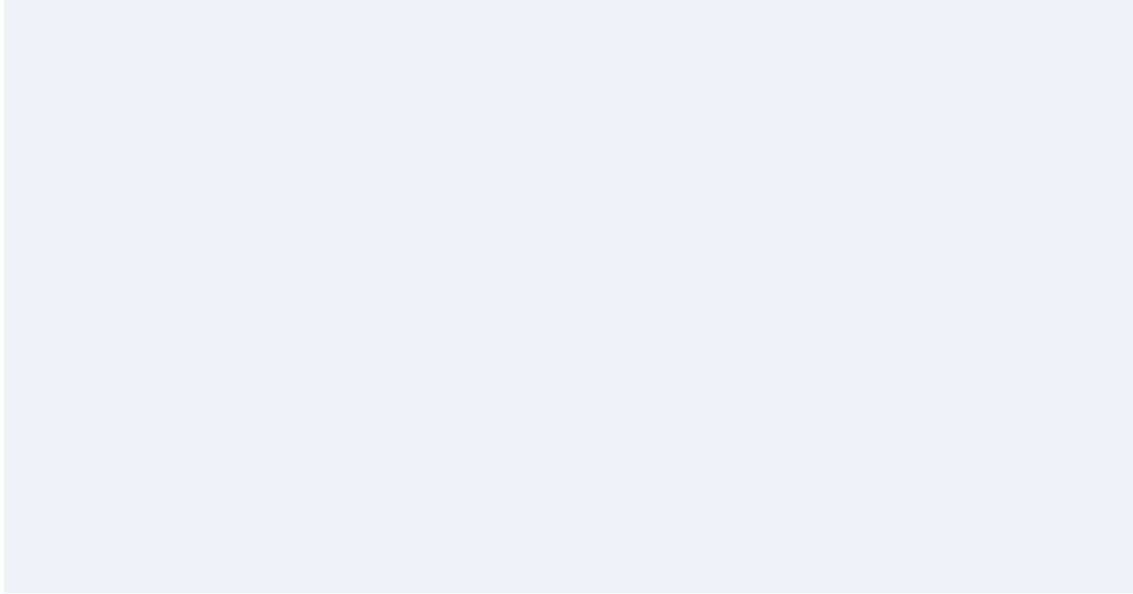
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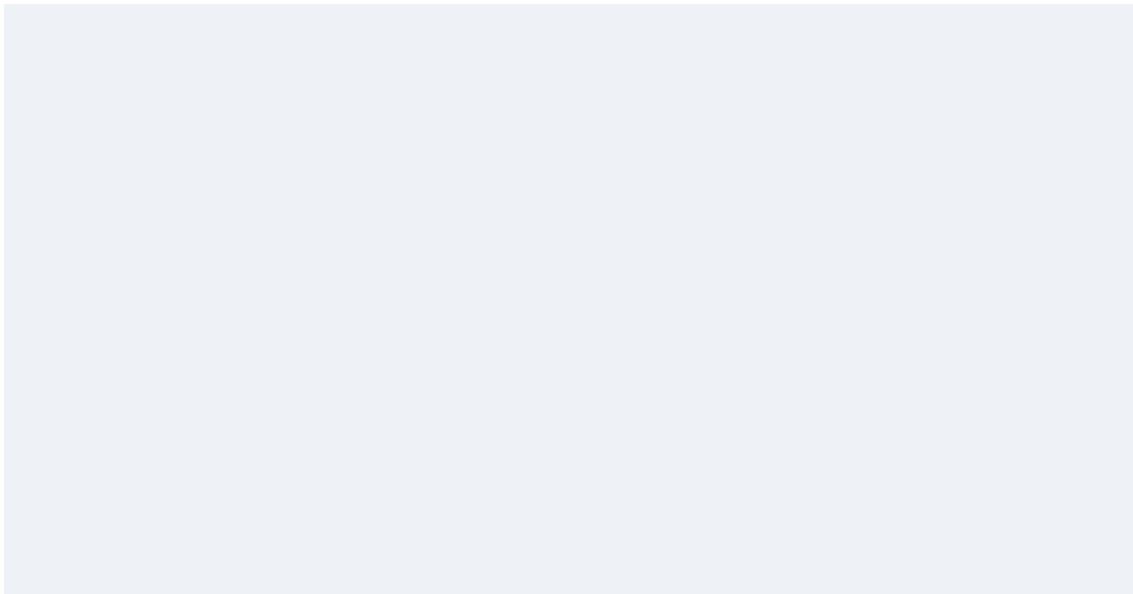
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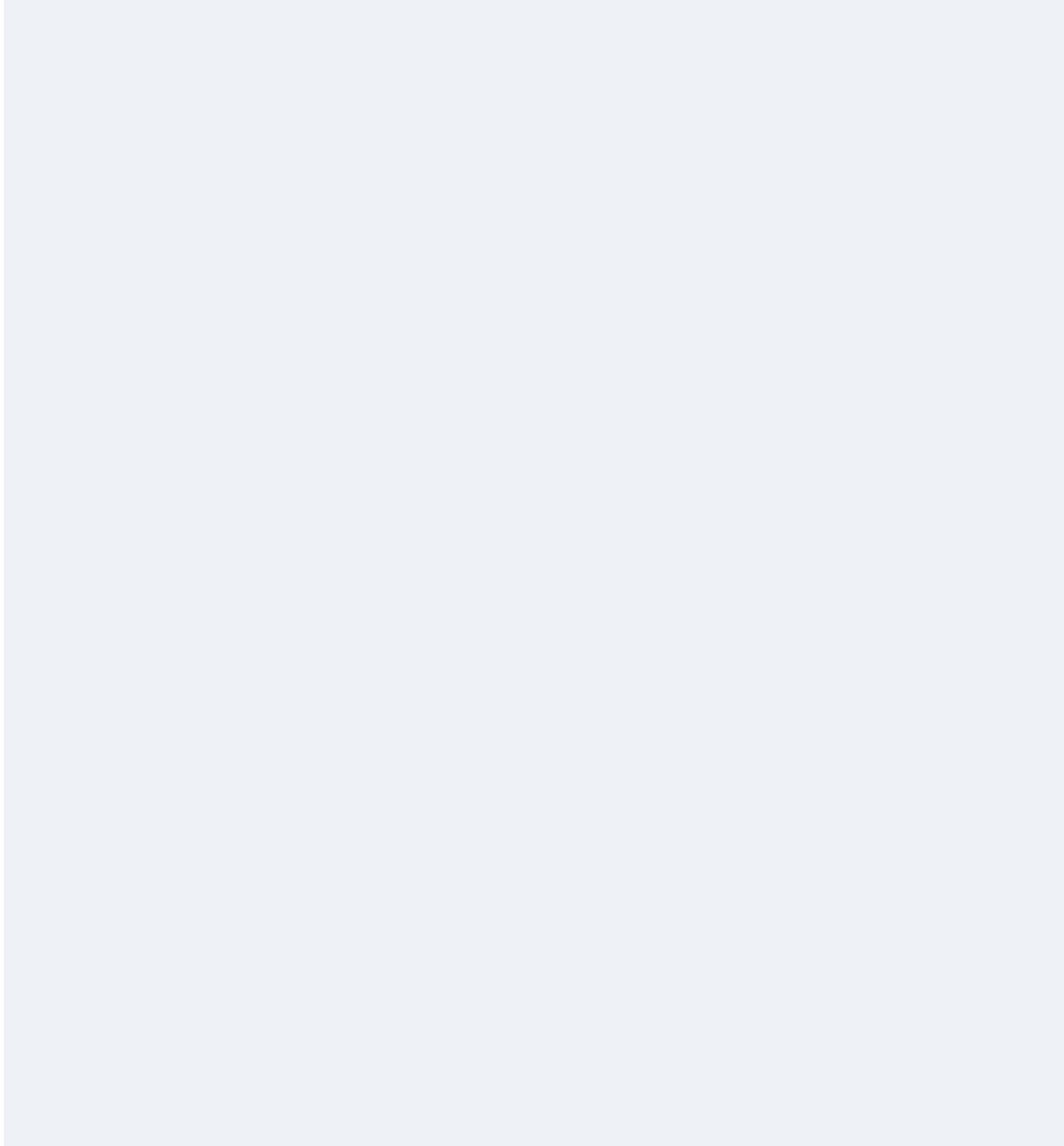


Actions we're committing to:



BELONGING

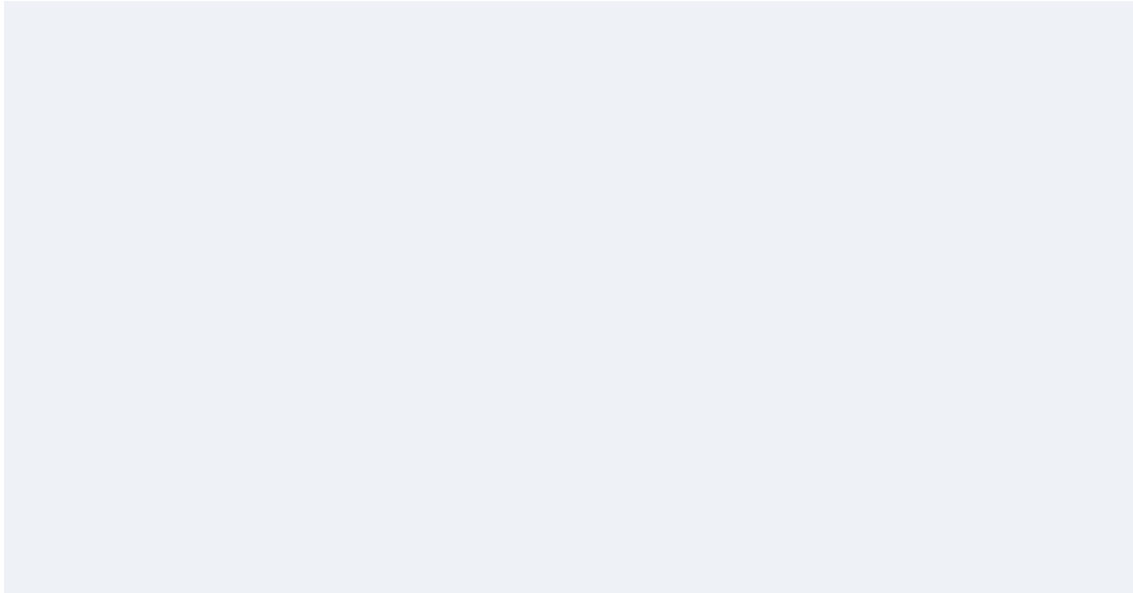
What are some potential challenges we might face adopting these actions and how can we overcome them?

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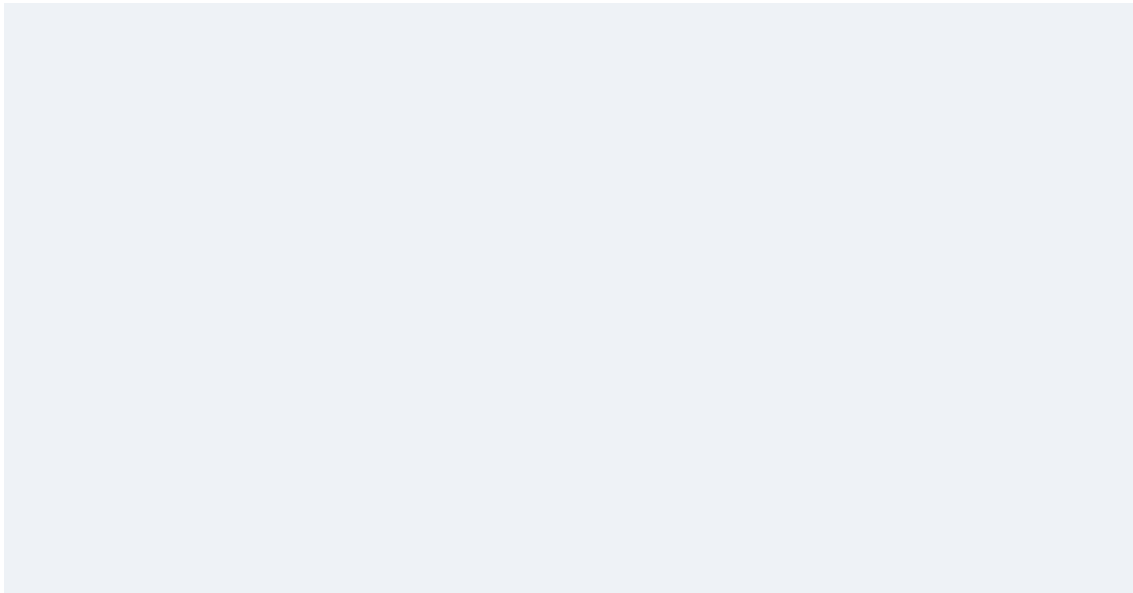
ACCOUNTABILITY

Being responsible for what you do and able to give a satisfactory reason for it. If an employee's actions cause harm, intentionally or not, they hold themselves accountable for this and commit to changed behaviours.

What does accountability look like?

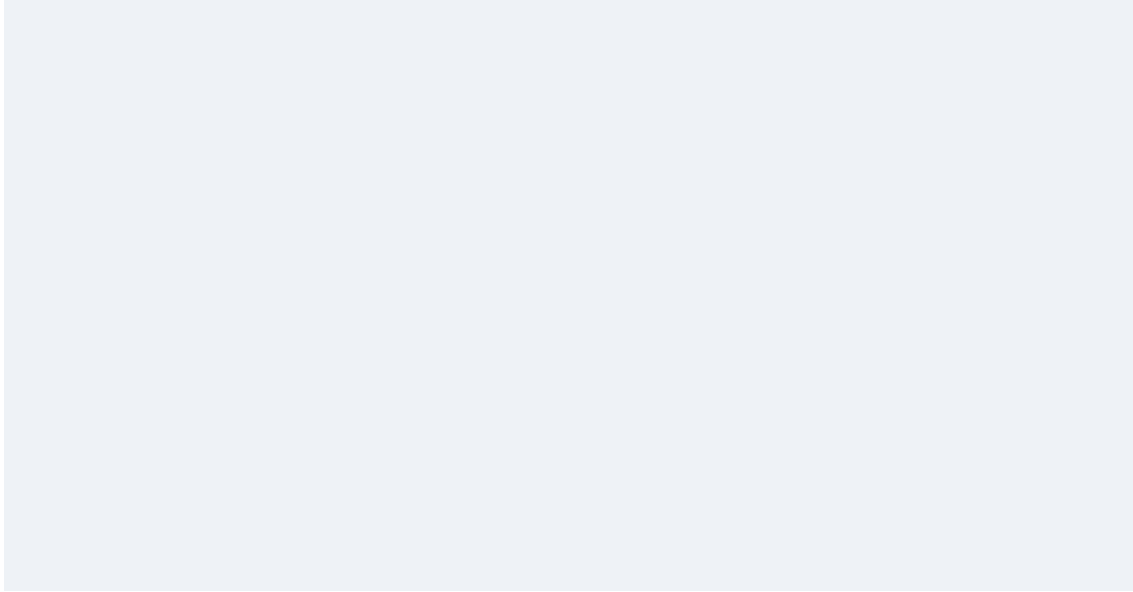


What do we already do to support accountability?



ACCOUNTABILITY

What actions can we commit to doing to improve accountability? These will be part of our collective ethics to support brave spaces.



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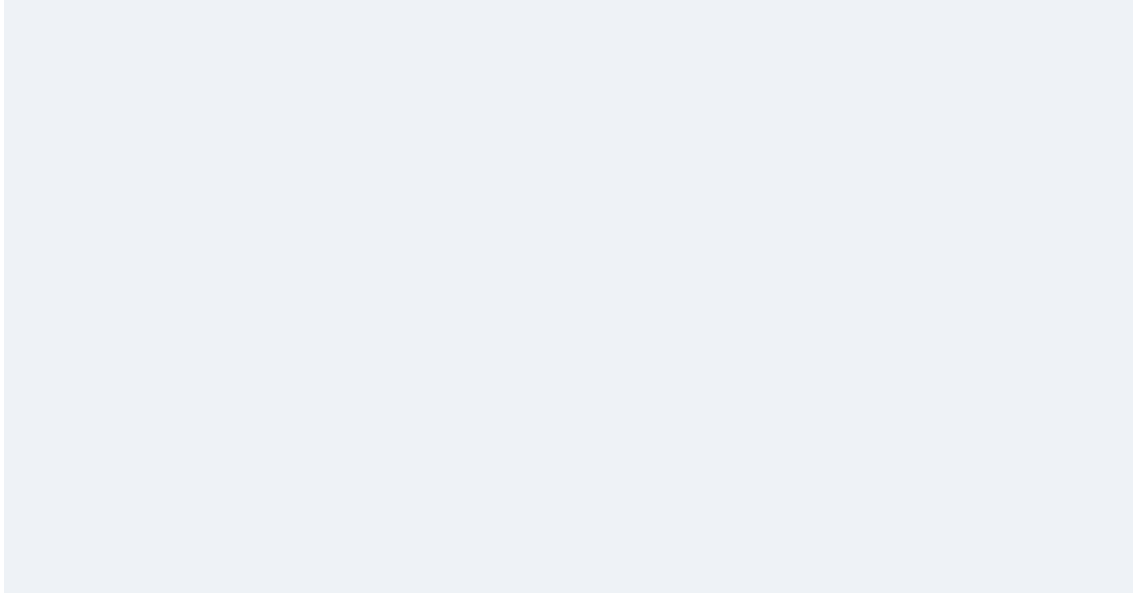
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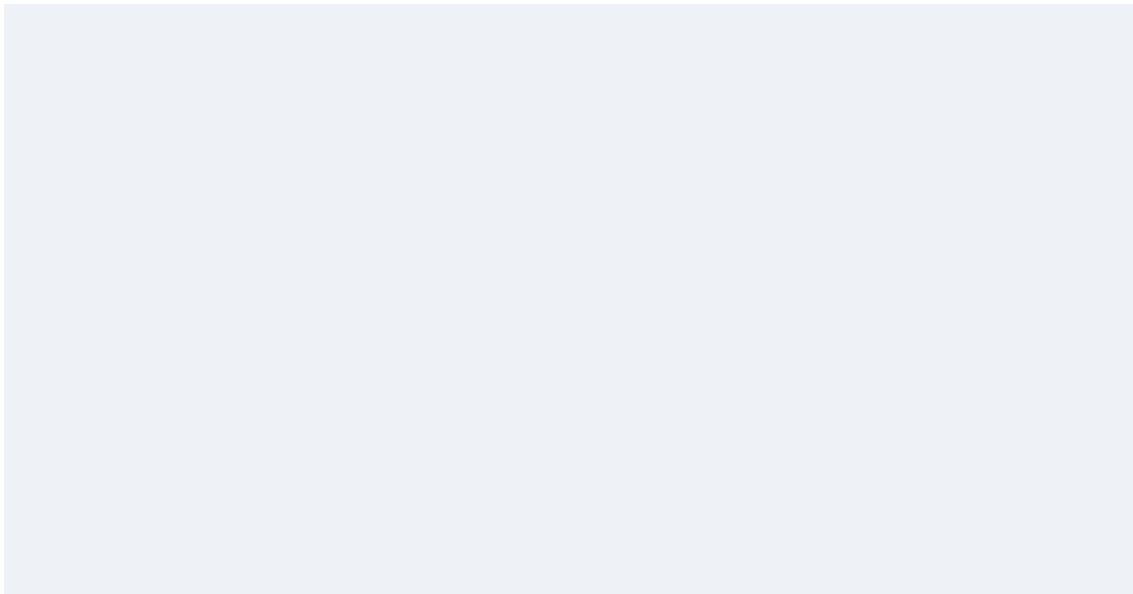
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ACCOUNTABILITY

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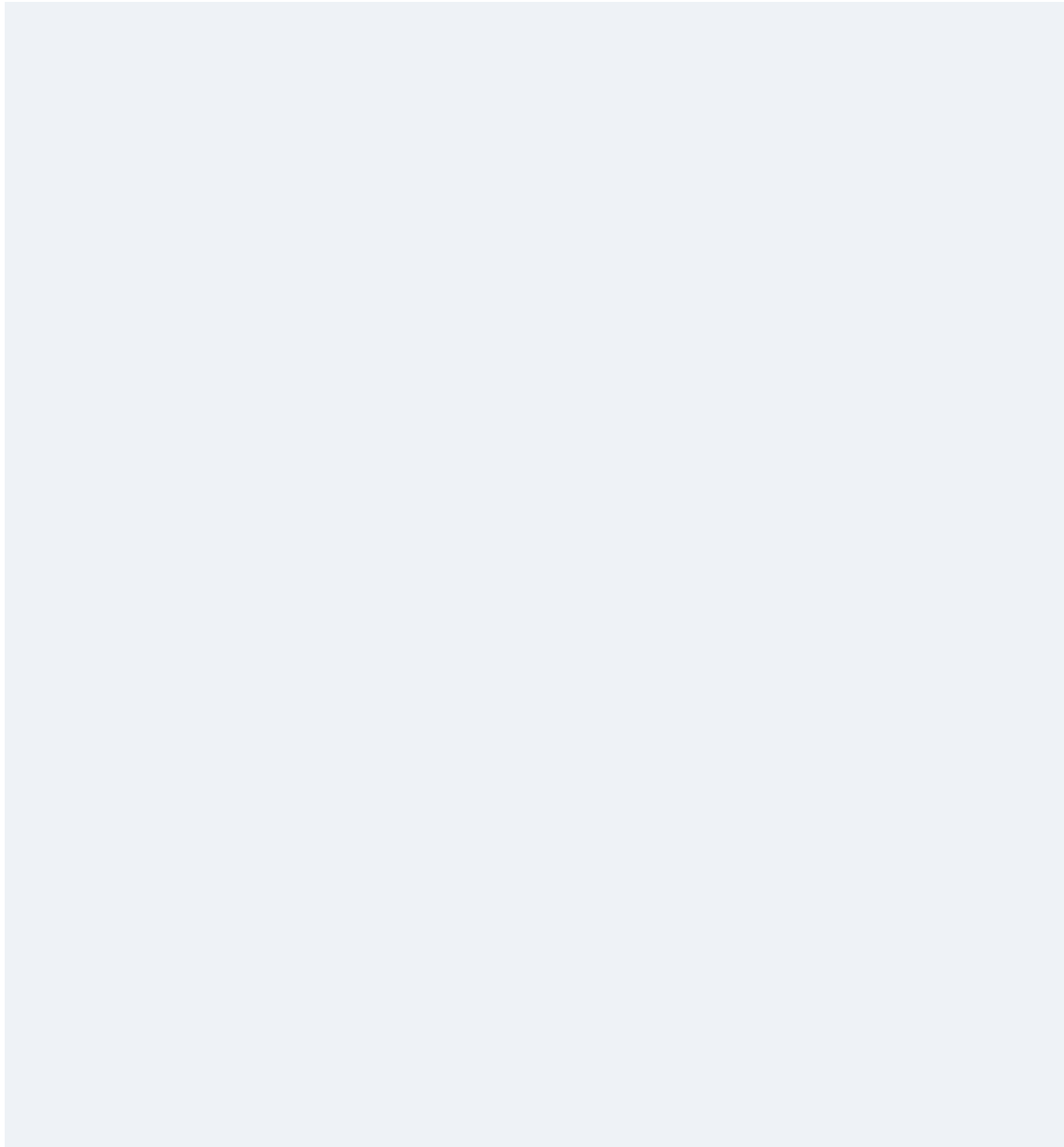


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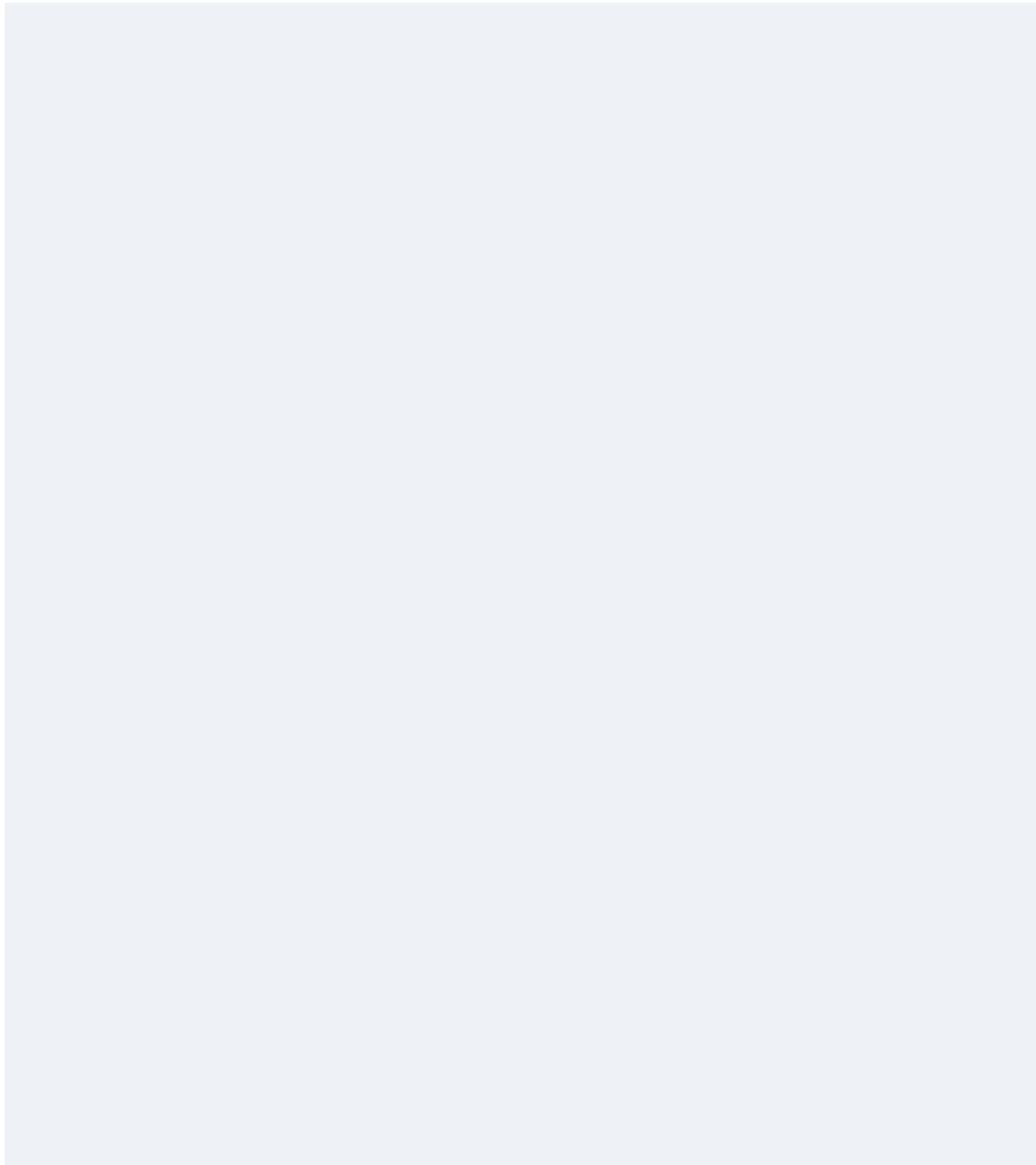
ACCOUNTABILITY

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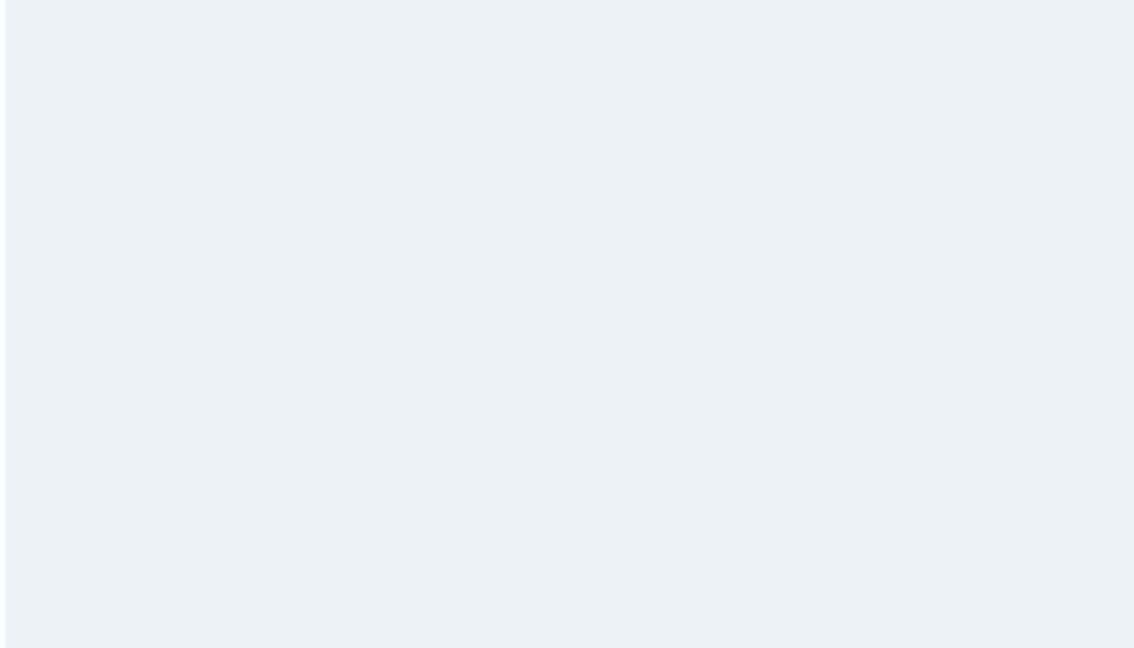
COLLECTIVE ETHICS

What are our collective ethics that support brave spaces?

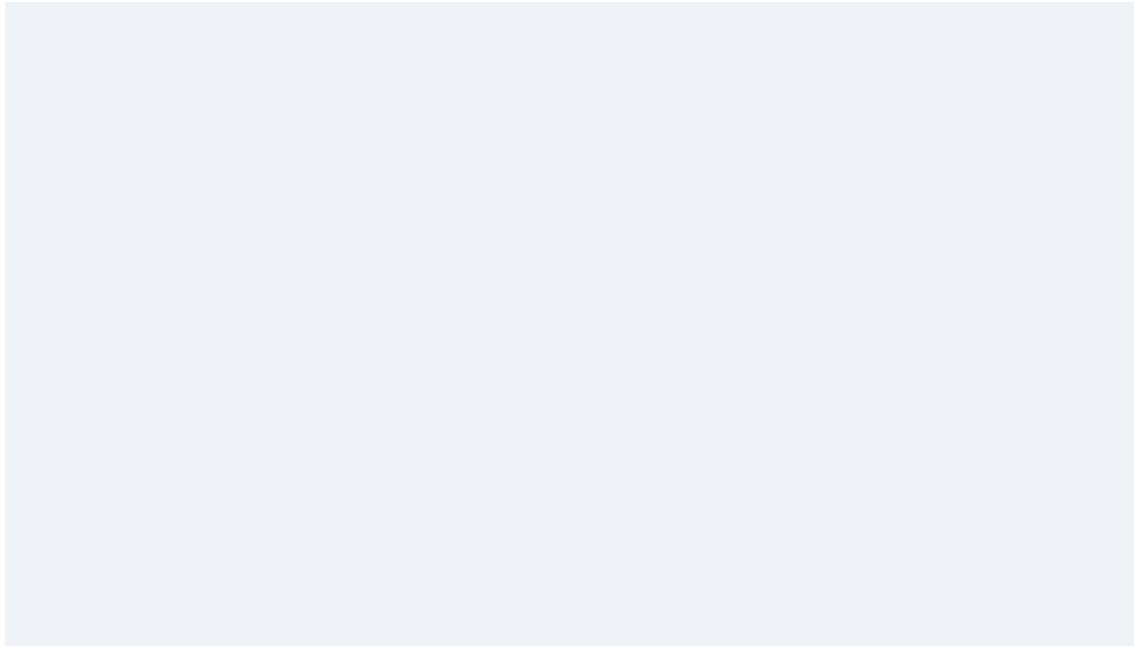


COLLECTIVE ETHICS

When should we review our collective ethics next?



How could we respectfully call our team mates in if we witness them moving away from our collective ethics?



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