Goskills

Creating Safe Spaces for Tough Conversations at Work

GoSkills online course syllabus

Skill level
Beginner

Lessons
22

Pre-requisites
No prior experience needed

Video duration
54m

Estimated study time
55m

Instructor
Sterling De Sutter Summerville

Introduction

1 Encountering tough conversations

The workplace has never been immune to tough conversations, but there's a decorum to make these conversations culture builders rather than culture killers.

Safe Environments

2 Tough conversations

Navigating tough conversations is an important element of building a cooperative culture.

3 Defining safe spaces

It's important to understand that safety is a relative concept, and safe spaces can be critical to collaboration.

4 Unlocking workspace potential

Safe spaces are growth chambers and unlock your workplace's true potential.

5 Creating a safe space

Creating safe spaces is a process.

Inclusive Environments

6 The impact of identity

Inclusion is a practice, but it's not always embedded into everyone's experience at the workplace.

7 Inclusive environments

For safe spaces to thrive and be situated for success, they should be considered part of a larger environment whose ambition is uninhibited inclusion.

8 Building a Foundation for Safe Spaces

For any safe space to succeed it must work within a larger strategic plan for employee well being.

Accountable Environments

9 Systems of injustice

Injustices and systems of oppressions are a part of the world, and acknowledging this is an important part of creating a safe space.

10 Blockers of safe space

Microaggressions, micro-assaults and micro-inequities are blockers to safe space creation.

11 Protecting safe spaces

Accountability and cross-functional collaboration contribute a catalyzing effect to the holding of safe spaces.

Developing Culture

12 Cultural norms

Every culture has its normative behaviors, and it is important that you know what those norms look like in your workplace culture.

13 Team building and communication

Effective and open communication is a hallmark of a safe space, and tantamount to successful teamwork.

14 Psychological safety

Team members must have confidence that their occupational comfort is not endangered by their participating in dialogues in safe spaces.

Trust Building Policies

15 Leveraging trainings

Equipping team members with proper trainings on how to intervene against harassment and bullying is a great way to pre-emptively support safe space creation.

16 Organizational expectations

Every organization has its behavioral ideals, and being aware of your organizations ideals is incredibly important.

17 Codes of conduct

Codes of conduct are only words on paper until you bring them to life with your actions.

18 Ongoing reinforcement

Creating safe spaces is only half the battle, and maintaining them is the other half.

Leadership and Collective Buy-In

19 Leadership's presence

Leadership's active modeling and participation in safe space cultivation can be a one-of-a-kind accelerant to culture change.

20 HR and managerial support

Human Resources and management's ability to support during tough conversations is important.

21 It'll take a village

Creating a safe space for tough conversations relies on more than just the leadership, HR and management, it is everyone's job.

Conclusion

22 Moving forward

Thanks for watching this course! Now, you should feel prepared to create safe spaces for tough conversations and serve as an ally in the workplace.

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