



## **Conversation Guide Q07: At work, my opinions seem to count**

### **ASK YOURSELF**

- How do I show my appreciation for the opinions and ideas of my group?
- Do I specifically, deliberately, and openly seek the opinions and ideas of those with whom I am less likely to see eye-to-eye, or those whose ideas tend to be less in line with the group's?
- How often do I ask members of my group for their input on decisions I need to make?
- How am I making sure that members of my group feel comfortable sharing feedback or ideas with me?

### **ASK YOUR GROUP MEMBERS**

- What makes you feel valued here?
- How do you know your opinions matter?
- In the past six months, when have you felt your opinions mattered?
- What are your best ideas for improving the way we work together as a group?
- Are there areas in which you see room for improvement? How do you think we should fix these areas?
- Do you feel comfortable enough to tell it like it is? Who would you tell? How can I increase your level of comfort sharing your ideas and opinions?

### **SOME BEST PRACTICES**

- Be open and receptive to feedback. Spend more time listening.
- Think of new ways to solicit feedback, opinions, and ideas from members of your group.
- Schedule regular times to talk with employees to specifically ask for their opinions.
- Create a safe environment for ideas. Make sure everyone in the group feels comfortable enough to tell it like it is.
- Celebrate the implementation of ideas or suggestions from members of your group.