

We are taking part in



**National
Inclusion Week**
23 – 29 September 2019

Daily challenge Thursday

Time to Think

We're continuing to shape a positive working environment where people can do their best work, feel valued and are free to be themselves.

To support you in helping us to shape our culture, we're sharing Nancy Klein's 'Thinking Environment'; a set of conditions which can help create situations where all participants are made free to think for themselves.

This can apply in 1 to 1s, group work and meetings.

Time to Think

Attention

Listening with palpable respect and without interruption.

Equality

Ensuring equal turns to think and speak.

Ease

Offering freedom from internal urgency.

Incisive questions

Finding and removing untrue assumptions that distort thinking.

Information

Finding the facts.
Dismantling denial.

Diversity

Encouraging divergent thinking and diverse group identities.

Encouragement

Giving courage for cutting edge thinking by removing internal competition.

Feelings

Allowing sufficient emotional release to restore thinking.

Appreciation

Practicing a 5:1 ratio of appreciation to criticism.

Place

Creating a physical environment that says, "you matter".

Taken from 'Time to think' by Nancy Kline