

Celebrating and working with Difference and Diversity

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Thinking about Difference



Question

Think of a coach/mentoring client that you have worked with lately who you consider to be “different” to you ...

In what ways do you feel they were different to you?

- Personality
- Appearance
- Personal and social background
- Professional and work background
- Culturally in how they express themselves

What is Diversity?

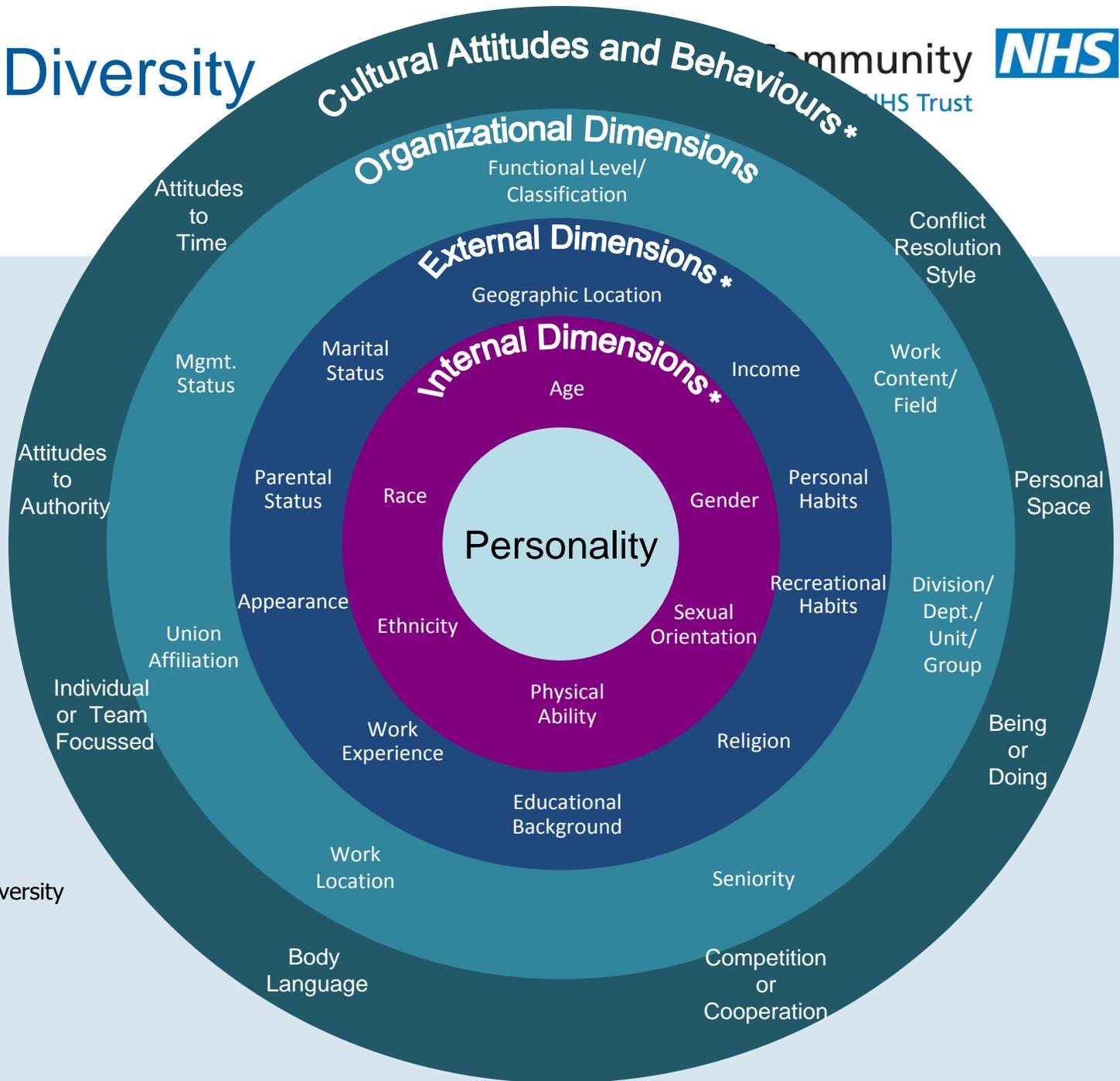
Diversity

- Diversity describes the range of human similarities and differences that makes each person complex and unique.

Inclusion

- Inclusion describes the way in which an organisation (or team) creates structures and processes that value and benefit from, while limiting the disadvantages of, differences.

Layers of Diversity



Adapted from:
4 Layers of Organizational Diversity
Gardenswartz and Rowe

We all see the world differently



Considering your 'difference'

Questions in pairs

- What is the difference that you bring to your team?
- How might you use that to benefit the team?
- What could you do to express your difference more?

Organising principles

- Anyone who is living and breathing has biases and makes assumptions on the basis of certain learned organising principles
- It's an integral part of being human and the price we pay for trying to make sense of a complex environment
- Our responsibility is to be aware of our potential biases, and ensure our behaviour supports all colleagues – not just the ones we're comfortable with
- “Re-owning your projections is a moral act” Carl Jung

How coaching and mentoring can work with difference

Good Coaching/Mentoring:

- Sees each person as unique
- Listens and witnesses without judgement
- Creates a space for authenticity
- Helps people value and use internal resources
- Overcome perceived challenges and barriers
- Creates an opportunity for challenge
- Works with differences as potential

Moving towards appreciation of differences

Stage	The Inner Conversation	The Outer Conversation
1 Fear	<ul style="list-style-type: none"> •What do I fear from this person? •What do I fear learning about myself? •What might I be avoiding admitting to myself? 	<ul style="list-style-type: none"> •What do we have in common? •What concerns me about me and my intentions?
2 Wariness	<ul style="list-style-type: none"> •What if I say the wrong thing? •Is their expectation of me negative and/or stereotyped? •How open and honest can I be with them? 	<ul style="list-style-type: none"> •How can we be more open with each other? •How can we recognise and manage behaviours that make each other feel uncomfortable / unvalued?
3 Tolerance	<ul style="list-style-type: none"> •What judgements am I making about this person and on what basis? •What boundaries am I seeking/applying in dealing with this person? 	<ul style="list-style-type: none"> •How can we exist/work together without friction? •How can we take blame out of our conversations?
4 Acceptance	<ul style="list-style-type: none"> •Can I accept this person for who they are? •Can I accept and work with the validity of their perspective, even if it's different from mine? 	<ul style="list-style-type: none"> •What values do you hold? •How do you apply them? •How can we make our collaboration active and purposeful?
5 Appreciation	<ul style="list-style-type: none"> •What can I learn from this person? •How could knowing them make me a better/more accomplished person? 	<ul style="list-style-type: none"> •What can we learn from each other? •How will we learn from each other?

Any final thoughts and comments

