

Positive culture
Team discussions

5. Team discussion about inappropriate behaviour

What we do and how we do it are of equal importance. Bullying, harassment, rudeness and other inappropriate behaviours have no place in our organisation.

Just 'stepping into someone else's shoes' is one of the most powerful ways to build empathy and understanding. Empathy and understanding are an important first step to building strong and respectful relationships.

This exercise can be used in team meetings or training to explore the perspectives, experiences and impacts on everyone who may be involved in inappropriate behaviour.

Discussion: Provide a scenario of inappropriate behavior. Team members write down their thoughts. As a group, discuss the point of view of each participant in the scenario.

What's going on for them?
What might they be feeling?

1 Experiencing inappropriate behaviour

What can you do as a team to support them?

Talk about 'experiencing behaviour' rather than 'victim of behaviour' to describe people who have been on the receiving end of bullying.

4. What is your learning? What can you do differently?

1

This guide and all the content contained in it are © April Strategy LLP 2019, and are not to be copied outside of the contracted client organisation.

Positive culture
Team discussions

What's going on for them?
What might they be feeling?

What can you do as a team to support them?

2 Displaying inappropriate behaviour

Don't talk about 'bullies', or label people as 'a bully'. Describe it as bullying behaviour

3 Witness to inappropriate behaviour

What's going on for them?
What might they be feeling?

It's vital that the witness acknowledges something has happened. The behaviour we walk past is behaviour we condone.

What can you do as a team to support them?

2

This guide and all the content contained in it are © April Strategy LLP 2019, and are not to be copied outside of the contracted client organisation.