

**EFLTip<sup>©</sup>**  
**Balancing Diversity**

**COURAGE**

- ✓ I stand strong on what I believe in
- ✓ A bit of self-doubt is ok, but I focus on what is important to me
- ✓ I will spend time with people who matter to me
- ✓ I talk with people whom I trust
- ✓ I personalise my workspace

**Challenge**

- ❖ That's one perspective, here's another ...
- ❖ Sounds like you need to understand more about ...
- ❖ We don't use that kind of language here
- ❖ That's not ok ... You need to re-consider what you said
- ❖ Here's why I disagree with you
- ❖ What leads you to say that?
- ❖ How can we make our space look and feel welcoming to everyone?

**BROADEN**

- Who/What's important to you?
- What do I need to know about you?
- What opportunities interest you?
- What leads you to say that?
- What are your hopes?
- What kinds of things do you do when you're not at work?
- How do you like to celebrate?
- I'm sorry I misunderstood