
STRATEGY SUMMARY

Strategy 1: Setting group norms

Establish expectations ahead of time

Strategy 2: Pair and Share

Break the ice with small groups before a larger conversation

Strategy 3: Meta-Conversation

Talk about talking

Strategy 4: Active listening, questioning

Goal: understanding

Strategy 5: STATE

- **Share your objective, observable facts**
- **Tell your story**
- **Ask for others' paths**
- **Talk tentatively**
- **Encourage testing**

Strategy 6: Engaging in Dialogue

Mutual open exchange in a safe setting

Strategy 7: Hit Pause

Pause, Reflect, Adjust

Strategy 8: Ask a Question, Any Question

Provide a forum for anonymous questions

Strategy 9: Diversify your Portfolio

Seek out diverse stories and perspectives