

WORKSHEET 1

Peer Coaching to Counteract Organizational Silence and Foster a Culture of Dialogue

Personal Reflection-Small Group Exercise Instructions: *Think of a time when you felt safe, comfortable, and confident in raising an issue that was challenging: What was it about the climate, relationship, organizational structure, and/or yourself that enabled you to have that conversation?*

First, work independently to record your perspective on how the elements below contributed to your comfort in raising a challenging issue. Then, discuss your answers with colleagues at your table. Identify a volunteer to take notes regarding common themes in each area.

Climate	
Relationship	
Organizational structure	
Yourself	