PEACE IN THE WORKPLACE

DISCUSSION GUIDE

CHAPTER 1

Why do you think it is important to have a foundational understanding of brain science in order to be most effective in the workplace?

What belief systems have you developed over the course of your lifetime that may be preventing you from developing your greatest potential in the workplace?

How might you intentionally develop new neural pathways that will allow you to optimize your workplace performance and workplace relationships?

What gets your amygdala hijacked in the workplace? What self-care tactics can you take to mitigate the risk of an amygdala hijack?

How might your coworkers support you in mitigating the risks of a hijack?

Why is empathy in the workplace important?

What can you do to elevate your expression of empathy at work?

CHAPTER 2

What is your go-to response to conflict? How effective is that response to the conflicts you typically experience in your workplace?

In your workplace, when is avoidance an appropriate response to conflict? When is competition the best approach?

How might you and your team collaborate better to produce a more cohesive and creative workplace experience? Are there any barriers to achieving this collaboration? How might you work together to overcome these barriers?

In order to express yourself honestly, you must first shift from statements of judgment to statements of observation. What are some examples of evaluative judgments in your workplace. Reframe those to be statements of observation.

When you shift an evaluative or judgment statement to an observation, how does that change the potential of the conversation?

Why do you think it is taboo to discuss feelings in the workplace? What benefit do you think can come from being open and upfront about your feelings? What can you gain by exploring the feelings of others?

How can you identify the underlying need your feeling is expressing? How might you share that need with the appropriate person?

How can you explore and identify the underlying need other people's feelings are expressing?

There are many behaviors that prevent us from listening to understand. Which behavior do you tend to use?

How might you intentionally cultivate empathic listening?

What is active listening and why is it critical to cultivating peace in the workplace?

CHAPTER 3

Why do you think people adopt bullying behavior?

How can you recognize within yourself if you are demonstrating bullying behavior?

What impact does bullying behavior have on the person being bullied?

What impact does bullying behavior have on productivity? Corporate culture?

Who do you think is responsible for identifying and correcting bullying behavior in the workplace? Why?

What can you do in the moment to manage bullying behavior when you are on the receiving end of it?

What can you do to eliminate bullying behavior and the damage it causes to the workplace?

How important do you think it is that the person causing the bullying behavior is held accountable? What prevents that person from being held accountable?

CHAPTER 4

Why is diversity so important to the workplace?

How diverse if your workplace?

What might you do to elevate diversity in your workplace?

What conflicts occur as a result of diversity? How might you mitigate against these conflicts?

How can you optimize the benefits of diversity in your work environment?

What did you learn about culture that surprised you? How will this new learning change the way you relate to others in your workplace?

What did you learn about gender differences that surprised you? How will this new learning change the way you experience yourself and others in the workplace?

What is a full apology and why is it important in the workplace?

CHAPTER 5

What specific aspects of leadership are important to you? How does this relate to being a peacemaker in the workplace?

What commitments and actions must your organization take in order to develop and maintain a culture of peace? What role might you take in creating this?

How might you adjust your recruiting strategies in order to hire a workforce that will increase your organization's contributions to creating a more peaceful organization?

What characteristics are important in potential new hires and existing employees in order to achieve a culture fit for your organization? What characteristics might jeopardize their success and yours?

How might you develop a learning environment in your workplace? Why is it important to do so?

If you want to cultivate a more peaceful workplace, what measurements will you put in place to gauge progress?

How important do you think conflict management skills are to the workplace? Why?

How much training does your organization offer employees? Is this adequate?

How could your organization utilize mediation as a conflict management tool? What benefits do you see in doing this?

How can you see incorporating dialogue processes in your workplace? What value would this bring?

How might a restorative approach to conflict management impact your employee engagement?