



## **FIRST For All**

### **Workshop #2 - Empowering You!**

*Breakout Room Insights - 12/14/23*

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## **QUESTIONS**

1. Can you think of ways to **create more psychological safety** on your team?
2. What ideas do you have for **ways you can advocate for yourself** or make sure your voice is heard.

## **1. Creating Psychological Safety**

### **Lift Ideas**

- "Lift ideas for people that aren't able to speak up yet."

### **Small Group Dynamics**

- "Have smaller groups to make people comfortable to share ideas. Then gathering in larger groups with leads sharing the group's ideas."
- "Small group discussions – easier to talk in a smaller, comfortable space."
- "Ideate in small groups for less scary conversations then join in bigger groups."
- "Communicating and sharing ideas in smaller groups that get shared to the large team, making it less intimidating to share your ideas."
- "Smaller groups in order to create a psychologically safer space to share."

### **Pre-Season Meetings**

- "Meeting earlier before build season to build up relationships and people's comfort levels."

### **Team Bonding Events**

- "Team bonding events so everyone has a chance to become friends and create more friendships. (bowling, secret santa, boating...)"

### **Anonymous Forms**

- "An anonymous form where you could submit your concerns to creatively help your team feel more psychologically safe."

**Buddy System**

- "Buddy system with smaller groups."
- "Have a buddy in your group to help advocate for each other."

**Open Agenda Document/Form**

- "To make sure everyone's voice is heard in large meetings, have an open agenda document/form where anyone can add ideas."

**Transparency in Decision Making**

- "To stop gatekeeping, make leadership calls/docs/decisions open to everyone."

**Circle Discussions and Nonverbal Feedback**

- "Sit in circle; if you have the same idea – say ditto; thumbs up to see if everyone in the same page."
- "Ask with wait time if anyone has any thoughts or questions."

**One-on-One Sharing**

- "Allow people to share one-on-one after the fact."

**Mentor Assistance**

- "Ask Mentors/Coaches for assistance and monitoring."

**Inclusivity in Discussions**

- "Don't allow one or a few people to dominate since others feel alienated."
- "Be brave and step up when you see others not included or dominating."

**Inclusive Team Culture**

- "Change the internal team culture of just being told what to do as opposed to being given options and choices and the opportunity to choose." "More open-mindedness in group discussions - it's ok to be wrong, better communication."

**Brainstorming without Judgment**

- "Brainstorming to allow everyone to speak without judgment first."

**Equitable Safety**

- "Important to have, but hard to create equitable psychological safety for everyone."

## **2. Advocating for Oneself and Being Heard**

### **Supporting Others in Advocacy**

- "Making sure that others know that you will advocate for them if they cannot advocate for themselves."
- "Having others advocate for you is important to be able to learn how to do it for yourself and also advocating others is a good way to learn to do it for yourself."

### **Facilitating Advocacy and Active Listening**

- "Have a facilitator/leader in groups to make sure everyone has the opportunity to share."
- "Encourage more active listening and being more engaged in what others are saying."

### **Mentor Engagement**

- "Talk with mentors to get the idea out."

### **Idea Validation in Small Groups**

- "Talk about it with a smaller group to validate ideas, 'Buy In', before presenting to larger group."

### **Confidence in Speaking Up**

- "Don't be afraid to speak up."

### **Intrinsic Motivation for Self-Advocacy**

- "Encourage intrinsic motivation to speak up; advocate for yourself."

### **Online Forums for Idea Sharing**

- "Having an online forum where everyone can put their ideas if decisions are being made in a more secluded meeting (such as leads meetings)."

### **Breaking Down Jargon**

- "Breaking down the jargon! Make the conversation accessible to everyone, even those with little background."

### **Role Exchanges for Confidence Building**

- "For example, having people in mechanical/software subteams switch for the day and learn about each other's subteams so that they can grow their confidence."

### **Deliberate Opening of Space**

- "Opening the space up deliberately for people who might not be comfortable with just 'jumping in'."

### **Feedback and Improvement**

- "Feedback is a gift - be more open to putting yourself out there knowing that feedback is an opportunity to improve."