

Politics



checklist for LEADING THROUGH POLITICAL DISCOURSE

SET CLEAR EXPECTATIONS

Remind your team of the values the organization holds dear and true and assure them that there will be no wavering. Share relevant organizational policies and or practices with your team. They should know that policies and practices will be adhered to and to whom they should speak with to address questions.

ENFORCE WORKPLACE EXPECTATIONS

Address conflicts quickly, fairly, and compassionately. Intervene when discussions become disruptive or create a hostile work environment. Don't hesitate to address policy, professional standards, or values violations with disciplinary action.

PROTECT YOUR WORK CULTURE

Creating a safe and inclusive work space is essential to a healthy work culture. Promote a culture where diverse perspectives are acknowledged, respected, and valued. Be sure to review or create policies that promote respect, healthy disagreement, and inclusion.

CREATE SAFE SPACES

Consult a counselor, HR professional, or EAP representative to support your team during this challenging time. Provide structured opportunities for employees to share their thoughts in a respectful and supportive environment. Facilitate open discussions where team members can express concerns and differing viewpoints constructively. Remind employees that free speech is welcome but must remain respectful and not promote harm or violence.

REAFFIRM YOUR VALUES

Review your organization's mission and values with your team. Reaffirm their commitment to them and lament on this being the common thread that binds you all together - realization of the organization's higher mission. The team should be reminded the mission is the north star even in the midst of political discourse.

STAY NEUTRAL AND PROFESSIONAL

Understand there will be team members on opposite sides who should be equally supported. Avoid sharing your personal opinions to maintain impartiality. Should a statement be required, focus on the organizational mission, goals, and values.

TAKE CARE OF YOUR TEAM

All team members deserve a workplace that promotes compassion when dealing with challenging realities. Ensure they know what resources are available to them. On monumental days, it may be helpful to send a list of therapy resources that you are partnering with or will provide a stipend for, provide a mental health day, implement a no meeting day, allow those interested to work remotely, etc.

TAKE CARE OF YOURSELF

Let's face it, taking care of others takes a toll on us too. So, remember that you matter; your health matters; your mental health is essential to the success of the team and organization. Don't shy away from using the resources you make available to your team. It could be refreshing for your team to see you doing what you encourage them to do.

