

Challenger Safety Toolkit: Navigating Impactful Conversations and Driving Positive Change for Inclusion

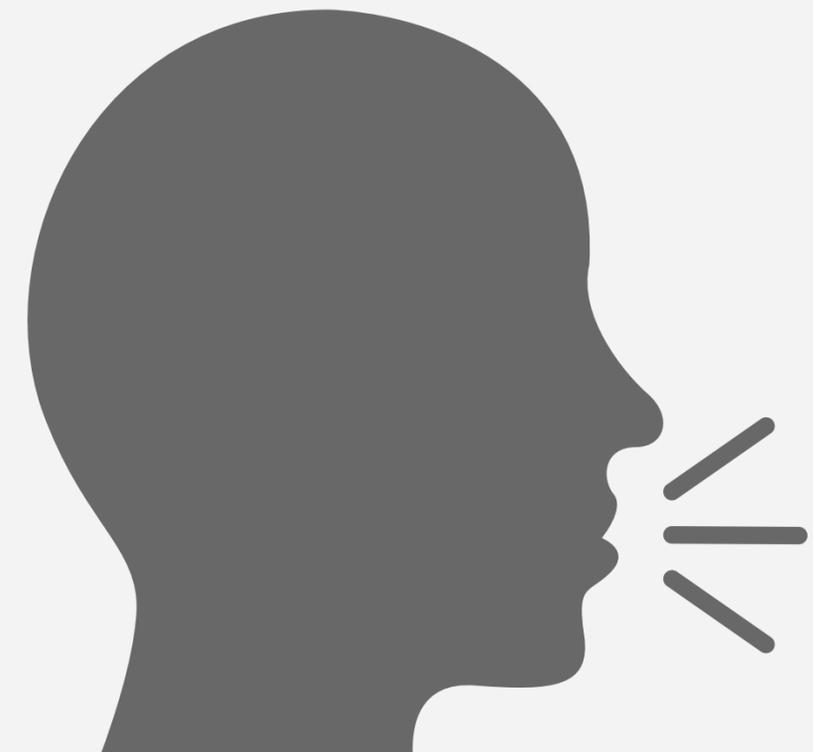
Toolkit and
Techniques



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This toolkit focuses on "challenger safety," the ability to speak up, offer different opinions, and challenge the status quo without fear of negative repercussions. It's about creating an environment where constructive views are welcomed and seen as an opportunity for growth and improvement.

HOW THIS TOOLKIT WORKS



Understanding challenger safety

Understanding Challenger safety



Challenging the status quo

Offering alternative viewpoints whilst having empathy and respect for others.

Psychological safety

Ensuring individuals feel safe to express their opinions without fear of punishment or ridicule.

Open Conversation

Fostering a culture where diverse perspectives are valued.

Building challenger safety

Building Challenger Safety

Self awareness

Know yourself:
understand how
you typically
express your
views.

**Are you a
challenger?**

**Do you feel safe to
challenge?**

**Understand your
context and where
you can influence.**

**Prioritise issues
that are most
important.**

Effective communication

Frame your challenge:
clearly articulate the
issue, the potential
risks and downsides
and the proposed
alternative.

**Use data and evidence
to back up your claims
with facts, figures,
and examples.**

**Focus on the issue, not
the person and avoid
coded language.**

**Actively listen to
opposing viewpoints.
Find common ground
with allies.**

Building relationships

Develop trust:
build strong
relationships with
colleagues and
leaders before
challenging their
ideas.

**Seek allies: find
others who share
your concerns and
can support your
efforts.**

**Find mentors: seek
guidance from
experienced
colleagues who can
help you navigate
challenging
situations.**

Cultivating challenger safety

Cultivating Challenger safety



Creating a Culture of Openness

Encourage Dissent: explicitly invite diverse perspectives and make it clear that dissenting opinions are valued.

Active Listening: demonstrate active listening skills and show genuine interest in what others have to say.

Reward Dissent: publicly acknowledge and reward individuals who offer constructive challenges.

Managing conflict

Facilitate Constructive Dialogue: create a safe space for open and honest discussion.

Address Conflict promptly: don't let disagreements fester. Address them quickly and fairly.

Focus on Solutions: shift the focus from blame to finding solutions.

Leading by Example

Model Vulnerability: admit your own mistakes and encourage others to do the same.

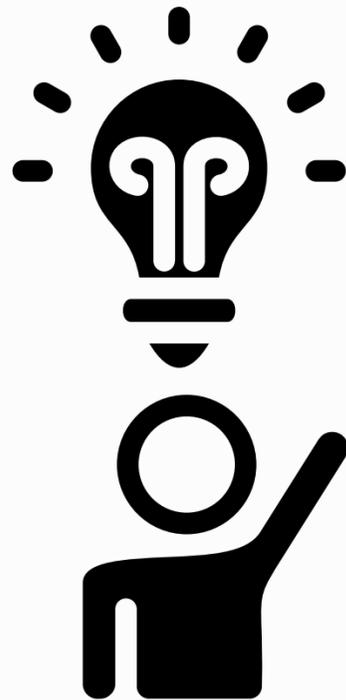
Be Open to Feedback: actively solicit feedback and be receptive to criticism.

Embrace Discomfort: recognise that challenging conversations can be uncomfortable, but they can foster growth.

Tools and techniques

Challenger safety techniques

- **"I Notice, I Wonder, I Suggest":** this framework helps structure feedback constructively.
- **Planning:** find your allies to strengthen the voices in the room.
- **Anonymous Feedback Mechanisms:** provide channels for others to share feedback anonymously.
- **Post reviews:** build in reviews to identify areas for improvement and creates another opportunity for others to be heard.



- Have I clearly defined the issue I'm challenging?
- Have I gathered sufficient data and evidence to support my view?
- Have I considered the potential impact of my challenge?
- Have I built strong relationships with key stakeholders?
- Have I found my allies who share the same concerns/views?
- Am I resilient enough right now to challenge the status quo?
- Am I prepared to listen to opposing viewpoints?

Got a question?



We'd love to hear from you
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