

### Talking to your team about inclusion – Part 3: Inappropriate Behaviour

Hindsight is a wonderful thing.

How many times have you wished that you'd stood up for yourself or someone else?

Have you ever regretted not saying something when you heard an inappropriate comment?

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It is so much easier *not* to challenge others' behaviour, even when that behaviour makes us uncomfortable. We may find it less trouble to keep our heads down, not get involved and avoid provoking any conflict.

But if we keep quiet, we allow unacceptable behaviour to become the norm.

And because it's so often unconscious, people aren't always aware that what they say or how they're acting is having a negative impact on those around them.

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So it's important to challenge others when necessary and to do it non-judgementally.

This does require practising particular techniques and developing your skills.

But you're also going to need **courage**.

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Courage comes from knowing you're not alone, from knowing that your team are united in their approach and will support each other.

In a focused team session, you can explore difficulties, invite experiences and share concerns about how to challenge inappropriate behaviour.

It's also a safe space to spend time practising those techniques and tactics on each other. This will build confidence and give you all more courage.

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So set up that twenty minute chat with your team. There's a guide in the inclusion playbook that will help you plan and navigate the session.

Together you can turn hindsight into foresight. You'll be taking bold steps towards an inclusive workplace where inappropriate behaviours are challenged with courage.

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