



**NOT THE EASY WAY**  
Speak. Aspire. Take Action.

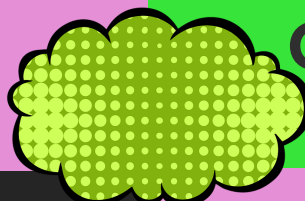
# THE SPEAK CHARTER

*Stand up. Speak up. Speak Wisely.*

1. IDENTIFY THE AIM OF THE CONVERSATION (E.G. TO LEARN; TO DEBATE; TO SUPPORT)



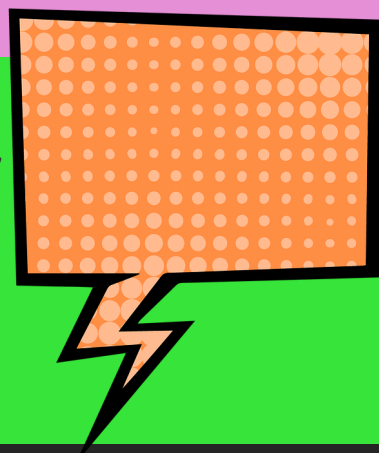
2. TREAT OTHERS WITH DIGNITY AND IDEAS WITH TOLERANCE DURING CONVERSATIONS.



3. BE GENUINELY CURIOUS ABOUT OTHERS' VIEWS AND OPEN TO DEVELOPING A SHARED UNDERSTANDING OF TRUTH.

4. FIND CONNECTION AND COMMON GROUND EVEN IF YOU DISAGREE.

5. LISTEN TO UNDERSTAND, BEFORE WANTING TO BE UNDERSTOOD.



6. GIVE OTHERS THE 'BENEFIT OF THE DOUBT'.

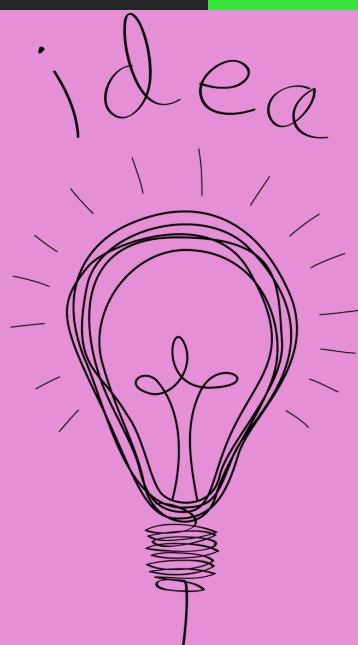
7. DISLIKE OR CHALLENGE THE IDEA OR ARGUMENT, NOT THE PERSON.

8. Accept the possibility of multiple reasonable and ethical positions on the same issue.



9. Celebrate diversity of opinion: it's okay to disagree.

10. BE PREPARED TO TOLERATE FEELINGS OF DISCOMFORT DURING CHALLENGING CONVERSATIONS IN WHICH PEOPLE DISAGREE...



...AS IT WILL HELP YOU TO DEVELOP YOUR THINKING AROUND IMPORTANT ISSUES AND PROMOTE YOUR EMOTIONAL STRENGTH.

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