

Managing Well

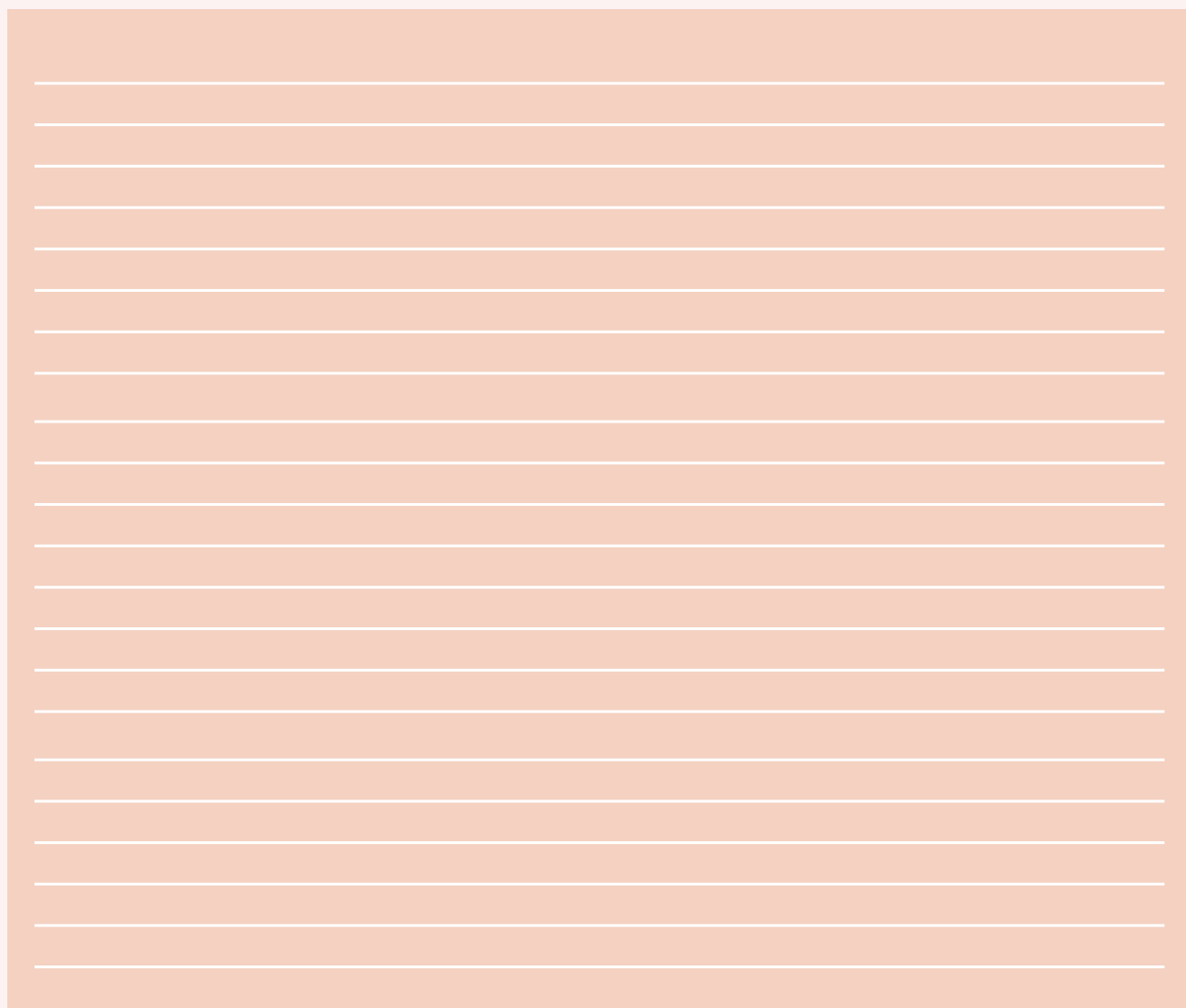
with Tonya Ladipo, LCSW

Podcast Worksheet

REFLECTION QUESTIONS

Microaggressions are often subtle and unintentional.
How have I responded to feedback that someone feels disrespected by me?

How do I respond when my direct reports inform me of microaggressions that have happened to them?



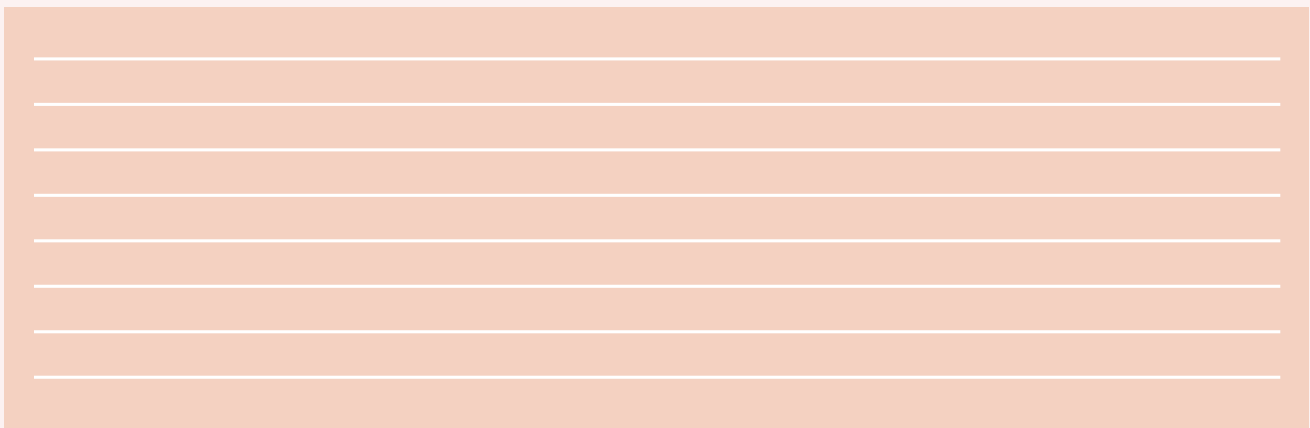
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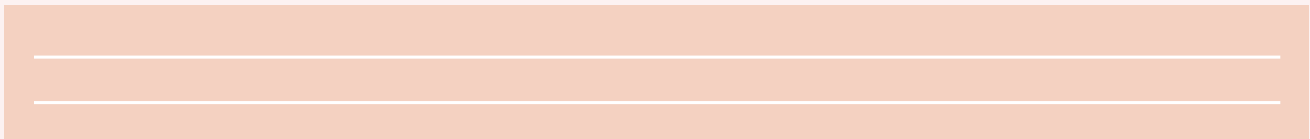
Podcast Worksheet REFLECTION QUESTIONS

Organizations often focus on business KPIs when assessing an employee's performance and don't account for their behavior in the workplace as part of their performance evaluation.

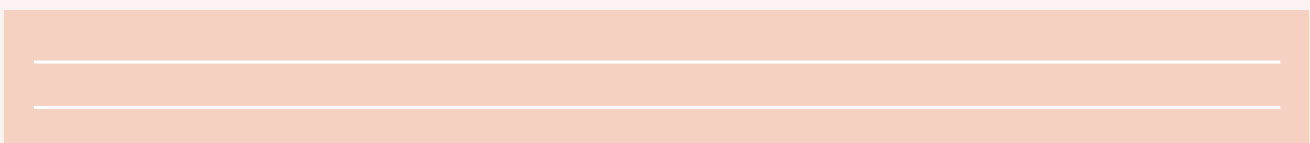
How is employee behavior evaluated in our organization? Is there a place to reflect on the presence or absence of committing microaggressions?



Does my organization consistently communicate workplace culture expectations (e.g. communicating with respect, consequences of committing microaggressions)?



Are there policies in place to operationalize the expectation of company culture?

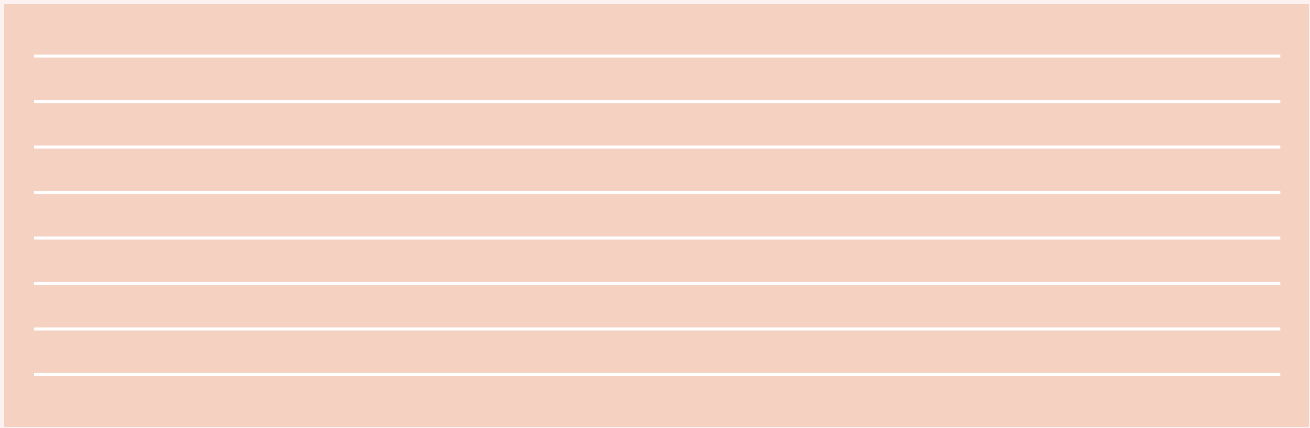


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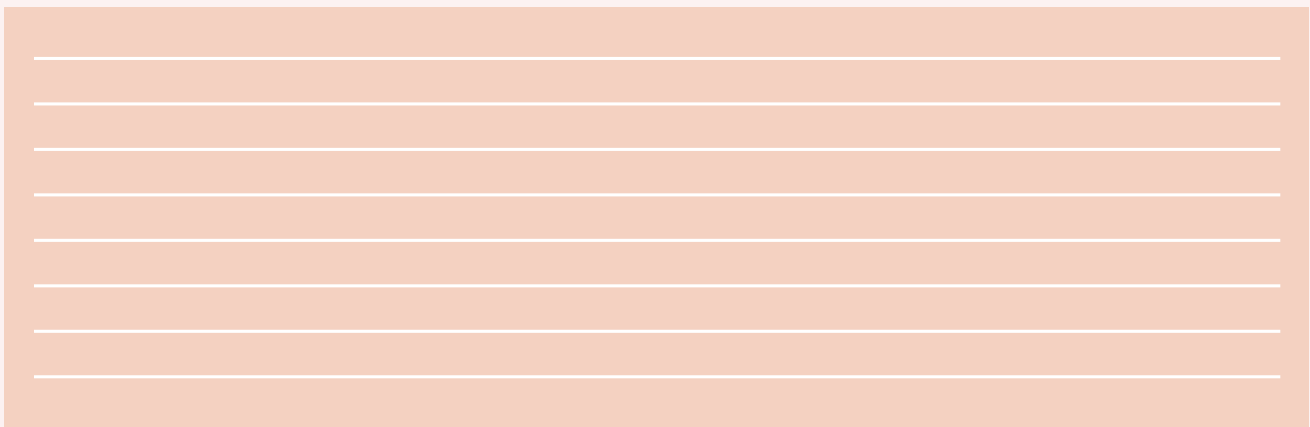
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REFLECTION QUESTIONS

What specific behaviors can you exhibit to demonstrate respect with your direct reports?



What specific behaviors do you want to see your direct reports exhibit within the workplace?



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ACTION ITEMS

- Review your company's employee handbook to review the company's expectations for addressing microaggressions. If there is no information, speak with HR to get company-specific guidance.
- Apologize when you commit a microaggression. Don't deny or rationalize what happened. Instead, take responsibility for it by acknowledging it, apologizing, and clearly stating what you will do differently going forward.
- Incorporate employee behavior and communication into performance management reviews.

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ADDITIONAL RESOURCES

- **Microaggressions May Be Subtle, But Their Impact Is Not**
<https://allwork.space/2022/10/microaggressions-may-be-subtle-but-their-impact-is-not/>
- **Scars Of Racism: What Should Leaders Know About How Microaggressions Blight Black Careers**
<https://www.forbes.com/sites/carmenmorris/2020/11/19/scars-of-racism-what-should-leaders-know-about-how-microaggressions-blight-black-careers/>
- **13 Microaggressions Black People Deal With All The Time**
https://www.huffpost.com/entry/microaggressions-black-people-deal-with_l_5ee8ffa9c5b6fe2600260ec8
- **How to Intervene When You Witness a Microaggression**
<https://hbr.org/2022/09/how-to-intervene-when-you-witness-a-microaggression>