

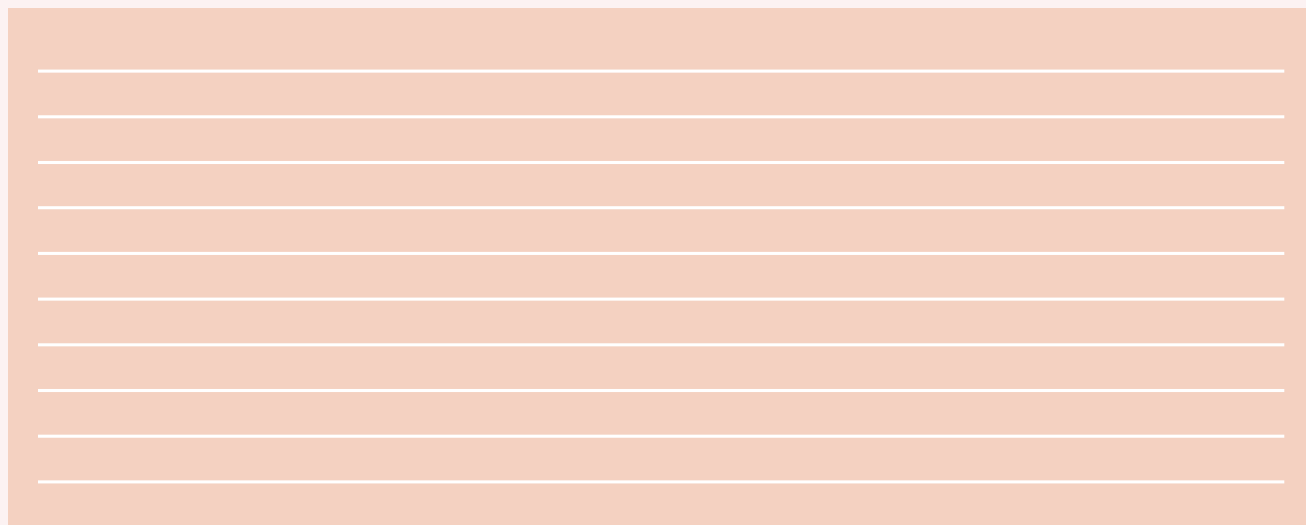
Managing Well

with Tonya Ladipo, LCSW

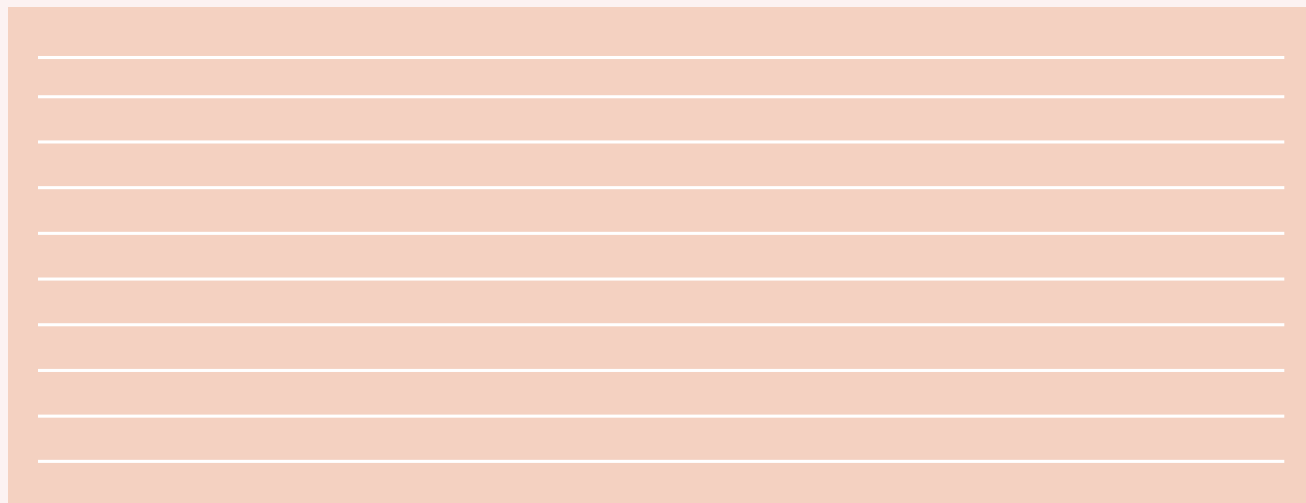
Podcast Worksheet

REFLECTION QUESTIONS

There is so much thought that goes into naming a child. What might you think of a person or environment that consistently mispronounced the name you intentionally gave to your child?

A large rectangular box with a light orange background and horizontal white lines, intended for writing a response to the first reflection question.

Reflect on your own name. What significance and meaning does it have for you? Does it shape your identity? How might this be similar or different for others?

A large rectangular box with a light orange background and horizontal white lines, intended for writing a response to the second reflection question.

Managing Well

with Tonya Ladipo, LCSW

Podcast Worksheet

REFLECTION QUESTIONS

Have you ever had to name a person, pet, or even project that you truly loved? What did you consider when choosing a name? How might you feel if others persistently mispronounced or dismissed the name as 'too hard'?

ACTION ITEMS

- As people managers, we have a responsibility to create an inclusive environment. Start normalizing the phonetic spelling of your name in your signature line of your email similar to how people add their pronouns.
- Ask your employees how they want you and their colleagues to address them. If the name is unfamiliar to you, write it phonetically and practice saying it.
- Respectfully correct others' (and your own) mispronunciation of names. For example, *I apologize for mispronouncing your name, I believe it's pronounced [say correct pronunciation], I just mispronounced your name, would you please say it again so I can say it correctly?*

Managing Well

with Tonya Ladipo, LCSW

Podcast Worksheet

ADDITIONAL RESOURCES

- [Dear Co-Workers, Call Me by My Real Name](https://www.wsj.com/articles/dear-co-workers-call-me-by-my-real-name-81057c9a)
<https://www.wsj.com/articles/dear-co-workers-call-me-by-my-real-name-81057c9a>
- [Teach the world your name](https://us.pg.com/the-name-generator/)
<https://us.pg.com/the-name-generator/>
- [Pronounce Names](https://www.pronouncenames.com/)
<https://www.pronouncenames.com/>
- [If You Don't Know How To Say Someone's Name, Just Ask](https://hbr.org/2020/01/if-you-dont-know-how-to-say-someones-name-just-ask)
<https://hbr.org/2020/01/if-you-dont-know-how-to-say-someones-name-just-ask>
- [Why Pronouncing Names Correctly Is Important](https://www.idealists.org/en/careers/name-correct-pronunciation)
<https://www.idealists.org/en/careers/name-correct-pronunciation>