4 Tips for Navigating Political Discussions at Work

> **Reminder: The right approach depends on the employer's situation and culture, so pointing employees to guidelines is critical.**

Given how divisive things are now, communicating ground rules may help even when a company has laid the groundwork for a civil, respectful culture. Here are some tips:

1 Acknowledge the tension

Whatever their party or beliefs, tensions are running high in the community. Many team members may feel stress or fear about the upcoming election.

2 Remind everyone the workplace is for all. Everyone should feel safe, welcomed, respected and included.

3 Protect dialogue and respect

The company doesn't want to limit healthy dialogue about social issues, but it has a vested interest in reducing disruptions and maintaining a culture of respect.

4 Lead with curiosity

Approach these conversations with curiosity and accept that you may not find common ground. Treat conversation as a chance to understand better, not a means to change someone's mind.



Employee Assistance Network, Inc. 828-252-5725/800-454-1477 www.eannc.com