

NINE WAYS TO GET A NEW OR DIFFERENT PERSPECTIVE

ENCOURAGE OPEN DIALOGUE.

Environments where employees feel safe to express their opinions will facilitate idea-sharing and foster a sense of belonging.

CREATE DIVERSE TEAMS.

Diversity naturally brings a variety of viewpoints to the table, enriching discussions and decision-making.

LISTEN ACTIVELY.

Seek first to understand, then to be understood. Active listening fosters mutual respect and new understanding.

CULTIVATE A FEEDBACK CULTURE.

Giving & receiving feedback regularly helps in understanding various viewpoints and fosters continuous learning.

ROTATE JOB TASKS OR RESPONSIBILITIES.

This fosters insights into the challenges and perspectives of other team members.

DO CROSS-DEPARTMENTAL PROJECTS.

This fosters insights into the challenges and perspectives of other teams & departments.

WORK WITH A MENTOR (OR A REVERSE MENTOR).

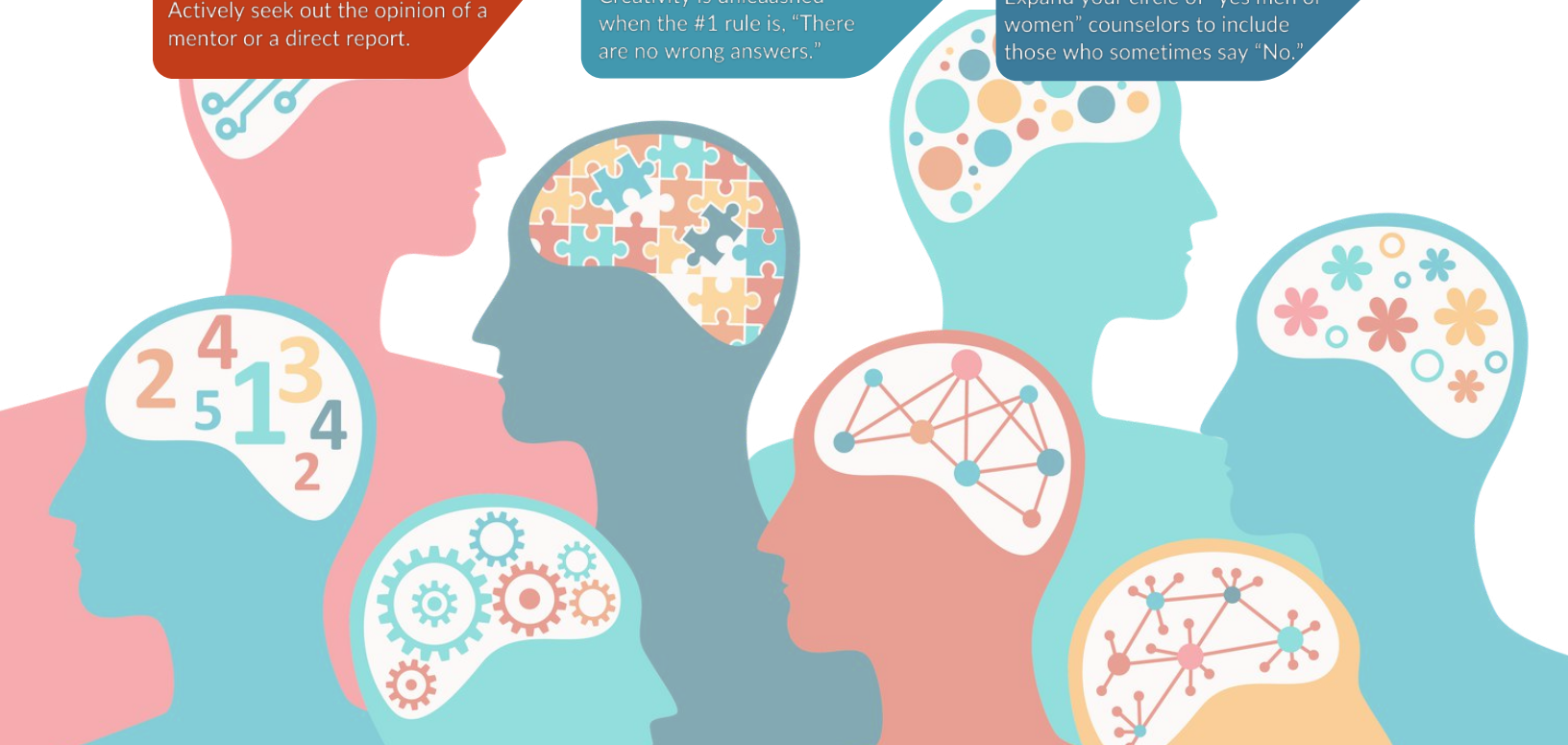
Actively seek out the opinion of a mentor or a direct report.

PLAN CREATIVE PROBLEM-SOLVING SESSIONS.

Creativity is unleashed when the #1 rule is, "There are no wrong answers."

ASK SOMEONE YOU NORMALLY DISAGREE WITH.

Expand your circle of "yes men or women" counselors to include those who sometimes say "No."



THOUGHT QUESTIONS:

- What are you doing well in soliciting diverse opinions & feedback?
- What could you do better?
- How might these strategies drive innovation and better problem-solving?

