

Navigating Offence and Intent

FROM AVOIDANCE TO RESILIENCE

Move Beyond Stasis:

Basing decisions on not offending people causes teams to remain in stasis and fear risk.



The Power of Intent:

Distinguish between unintended hurt and the awareness needed to find common ground and social cohesion.



Take Responsibility:

It is an individual's responsibility to own, process, and act on feelings of offence.

NAVIGATING DIFFICULT CONVERSATIONS



When You Cause Offence:

Use phrases like:

"I didn't express that well; my intention was to be helpful."



When You Take Offence:

Question intent by asking:

"What is behind that comment?" or "What do you really mean?"



Addressing Intentional Harm:

If harm is intended, call out the behaviour immediately by referencing school values.