



Discussion Guide -Rest Stop Chat

"Together in the Tough Stuff: Building a Culture of Respect"

Purpose:

To explore how teammates can support colleagues who face negativity and exclusion—in practical, respectful, and courageous ways.

To help Extension professionals (or any team) think critically about how to build and uphold a culture of respect when faced with difficult comments or behaviors from either external clientele or internal colleagues.

Introduction:

Name – Role – Location

Think of a time when someone—whether a client, partner, or coworker—said something that felt disrespectful or dismissive.

- What made it hard?
- What (if anything) helped you feel supported or regain your footing?

Discussion Questions:

- How does the idea of "building a culture of respect" apply when the difficult moment comes from clients or community members, not just team members?
- What makes it hard to speak up in the moment?

- What does “having each other’s back” look like in real time and after the fact?
- When we see something happening to a colleague, what are respectful ways to follow up or check in?
- How can we create an environment where everyone feels safe and valued?

Wrap-Up:

- What’s one thing from today’s discussion you want to carry forward?
- What support or resource would help you handle tough moments with more confidence? – Please send ideas to Lisa