**Productive Intentions**

When you feel triggered, shift any negative intentions to align with your core values and more productive intentions:

* create greater inclusion
* leave people feeling whole
* engage in respectful dialogue
* do no harm
* “go with the flow;” trust the process
* deepen learning and growth
* meet people “where they are” without judgment
* use the triggering moment to deepen understanding
* relate in to the person; connect with them
* create space for honest, authentic dialogue
* invite people to learn from the situation
* model the social justice behaviors you espouse: authenticity, empathy, self-reflection, engagement…
* model skills to navigate triggering moments: scan yourself, identify unmet needs, shift self-talk, stress management, realigning intentions, exploring intrapersonal roots…
* facilitate open, honest discussion
* create space for the other person to express their feelings, perceptions
* deepen understanding across differences
* identify the deeper issues fueling the feelings, perceptions and behaviors of others
* create safety for the expression of differing viewpoints
* treat others with respect and dignity
* encourage more people to engage in the dialogue
* support people to disagree with each other in respectful ways
* model effective recovery skills after making an inappropriate comment or when your behavior results in negative impact
* re-establish connection with the person/group
* identify inappropriate behaviors and explore the negative impact
* interrupt unproductive, inappropriate behaviors and group dynamics
* take time to “gather oneself,” navigate personal emotions, gain perspective…
* build a “bridge” and a connection with the other person
* encourage identity development and growth
* demonstrate compassion and empathy