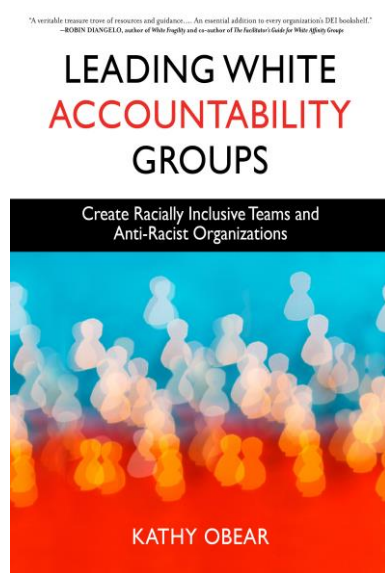
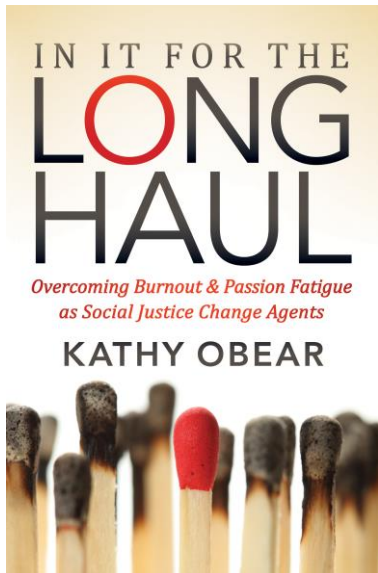


Unproductive Meeting Dynamics ~ Intent & Impact



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Unproductive Meeting Behaviors ~ Impact Across Differences?

- 1. Interrupts, dominates**
- 2. Makes inappropriate comments or “jokes”**
- 3. Belittles the input or comments of others**
- 4. Makes snide or sarcastic comments**
- 5. Only interacts and makes eye contact with people like them**
- 6. Gives unsolicited “advice”**
- 7. Disregards feedback from others**
- 8. Laughs at or makes fun of others**
- 9. Treats peers with disrespect**
- 10. Uses an overly aggressive or forceful style**
- 11. Challenges the validity of the information being presented**



**PRIVILEGED
GROUP**

**groups
spanning the
margins**

**MARGINALIZED
GROUP**

Some Differences that Make a Difference

- Age
- Athleticism
- Criminal background
- Disability & Health status
- Economic class
- Educational level
- English proficiency
- Family status
- Gender identity/expression
- Geographic region
- Hierarchical level
- Immigration, refugee status
- Job function
- Marital/relationship status
- Mental health status
- National origin
- Parental status
- Race, ethnicity
- Religion/spirituality
- Sex/gender
- Sexuality
- Size/appearance
- Skin color; phenotype
- Military, veteran status
- Working style
- Years of experience
- Others...

Unproductive Meeting Behaviors

As you review some of the unproductive meeting behaviors:

- **What 4-5+ behaviors that occur in meetings you attend?**
- **AND the PROBABLE IMPACT across privileged/marginalized group memberships?**
- **Particularly if no one interrupts and shifts these dynamics in the moment?**

The background of the slide is a solid purple color with a bokeh effect, featuring numerous out-of-focus light circles of varying sizes and brightness, creating a textured, starry appearance.

INTENT vs. IMPACT

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IMPACT AND INTENT

REFLECT: How have you already effectively shifted unproductive meeting dynamics?

REFLECT: How could you shift these types of unproductive meeting dynamics in the moment?

What can we do if any of these occur?

Redirect - Indirect – Direct (1-10 intensity)

Use PAIRS

PAN (share what you observed, noticed)

ASK a question

INTERRUPT the dynamic

RELATE in ~ to the person, situation

SHARE a reaction, story, example, feeling...