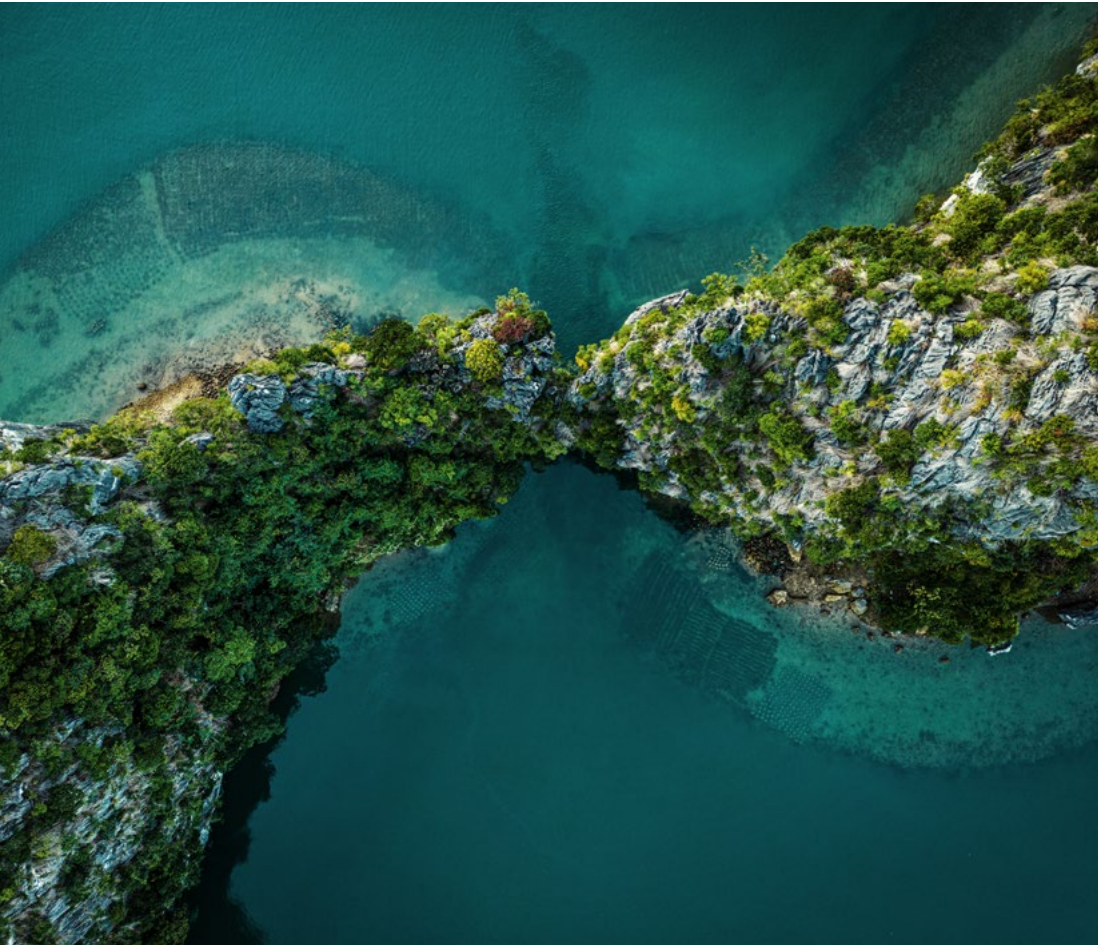


The Practice of Group Discussions
**Getting the best out
of a diverse team**

Baillie Gifford™



The Practice of Group Discussions

Getting the best out of a diverse team

Please use this document to help you reflect on your conversational intelligence (CQ).

Sue Winston highlights 3 ways leaders can boost their CQ:

- 1. **Don't dominate**
- 2. **Listen to connect**
- 3. **Be curious**

A leader demonstrating these traits will contribute to the development of a psychologically safe environment where crucial conversations can take place.

Questions for Reflection

How well do you role model these three behaviours?
(Maybe score yourself out of 10 for each behaviour)

How could you display more of these behaviours in group discussions you are a part of?

Consider the following common group discussion challenges below and complete the table:

Common Challenge	My usual response	How could I respond better?	What might I need to practice in order to build my CQ?
A team member dominates conversation and doesn't allow others in			
A quiet team member does not contribute			
A tricky topic arises that we usually tiptoe around or avoid			
An evident power dynamic shuts down others			
The tone of the discussion takes a disrespectful or inappropriate turn			