



# Blind spots

*Being color brave™*

Discussion guide

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This discussion guide can be used in large and small group meetings and events to generate dialogue and self-awareness on ways to become more color brave.

6

7



15  
mins.

## Getting started

As a group, watch the Color Brave video. Afterwards, take a few minutes to individually reflect on the questions below. Be prepared to share your answers with the group or in teams of three.

### *Please note*

In order to save the text being typed into the guides, save a copy of the pdf to your computer first and then add text to the file.



What one or two messages from the video had the most personal resonance for you, and why? Use the space below to write down your thoughts.

# Self-reflection

Use the questions below to gain clarity on how color brave you currently are. Be honest with your responses. This is for your reference only.

## Be curious

How often do I...	1: Almost always	2	3	4	5: Almost never
• Take note of who's in my network?	1	2	3	4	5
• Work to better understand my potential blind spots?	1	2	3	4	5
• Seek diversity when assembling a team or planning a meeting?	1	2	3	4	5
• Share my own experiences to build a relationship?	1	2	3	4	5
• Ask questions about someone else's experiences?	1	2	3	4	5
• Seek opportunities to learn about other races and cultures?	1	2	3	4	5

## Be bold

How comfortable am I with...	1: Very comfortable	2	3	4	5: Very uncomfortable
• Attending an event that attracts people who are different from me?	1	2	3	4	5
• Networking/socializing with someone from a different cultural background?	1	2	3	4	5
• Intentionally being in the minority at a meeting/event to gain perspective?	1	2	3	4	5
• Encouraging everyone to share his/her perspective during a discussion?	1	2	3	4	5
• Listening to someone's perspective even if it doesn't match my own?	1	2	3	4	5
• Speaking up if I observe a lack of diversity?	1	2	3	4	5

*continued*



# Self-reflection

## *Be forgiving*

How often do I...	1: <i>Almost always</i>	2	3	4	5: <i>Almost never</i>
• Assume someone has positive intentions?	1	2	3	4	5
• Forgive someone who has made a mistake?	1	2	3	4	5
• Hold my ideas “lightly” to allow me to change my mind?	1	2	3	4	5
• Use mistakes as an opportunity to start a dialogue?	1	2	3	4	5
• Take a chance by opening myself up?	1	2	3	4	5
• Reflect upon times I may have made an assumption based on someone’s appearance?	1	2	3	4	5



15  
mins.

## Share your experiences

Regardless of where you are on the color brave spectrum, there is always room to grow and develop. On your own, take a few moments to answer the following questions using the space below. Then, form teams of three where you can take turns discussing your responses.

1. Reflect on a recent situation where you've been the "only one" (whether race, gender, nationality, or similar). How did you feel? How did the situation impact your behavior? What did you learn from it?

2. What are the personal and professional benefits of being more color brave?

3. What are the perceived barriers to being more color brave?



**10**  
mins.

## ***Build your cultural awareness***

It is important to recognize that the groups we identify with influence how we see the world. One way to widen your lens is to tap into resources that can help you build your cultural awareness.

In small groups, identify resources that can help you build your cultural awareness. Use the table below to capture ideas. Be prepared to share your thoughts with the group.

<b><i>External organizations (community and professional)</i></b>	<b><i>Workplace/community events</i></b>
<b><i>Media outlets</i></b>	<b><i>Personal connections</i></b>
<b><i>Other</i></b>	



# Take action

Based on your discussions, identify key action items that you will commit to working on as part of your goal of becoming more color brave. Use items from this list, or document additional goals in the space below. Share your commitment with your group and others to help you stay accountable.

### *Be Curious.* I will...

- Examine my network to see who's in it and who's not.
- Work to better understand my potential blind spots.
- Ask questions to understand the experiences and background of others.
- Participate in diversity events to learn about other races and cultures.

### *Be Bold.* I will...

- Seek out diversity when assembling a team or assigning an opportunity.
- Challenge the status quo if groups are not represented.
- Solicit diverse points of view so all voices are heard.
- Invite someone from a different background to an event.

### *Be Forgiving.* I will...

- Assume positive intent when others interact with me.
- Forgive someone who has made a mistake.
- Put myself in someone else's shoes rather than passing judgment.
- Challenge myself to engage in conversations about race to advance my development.

**Other actions I will take to become more color brave include:**

**I will stay accountable for my action commitments by:**







***To learn more, visit:***

*<https://www.pwc.com/us/blindspots>*

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