

Questions for staff to address current organizational tensions

- Do we have a shared understanding of the problems our organization faces?
- How do we talk to each other about the problems we face as an organization?
- Do we talk to each other in a way that is likely to lead to productive action?
- Is there a dominant narrative about the issues/challenges the organization faces? Who shapes the dominant narrative? Is there a counter-narrative? If so, who shapes that one? Do the narratives compete or complement each other?
- What would ideal organization outcomes look like? What is a hopeful timeframe? What is a realistic timeframe?
- How safe is it here for different people to share their truths? How can I foster a culture of safety and relational trust for all of our conversations?

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