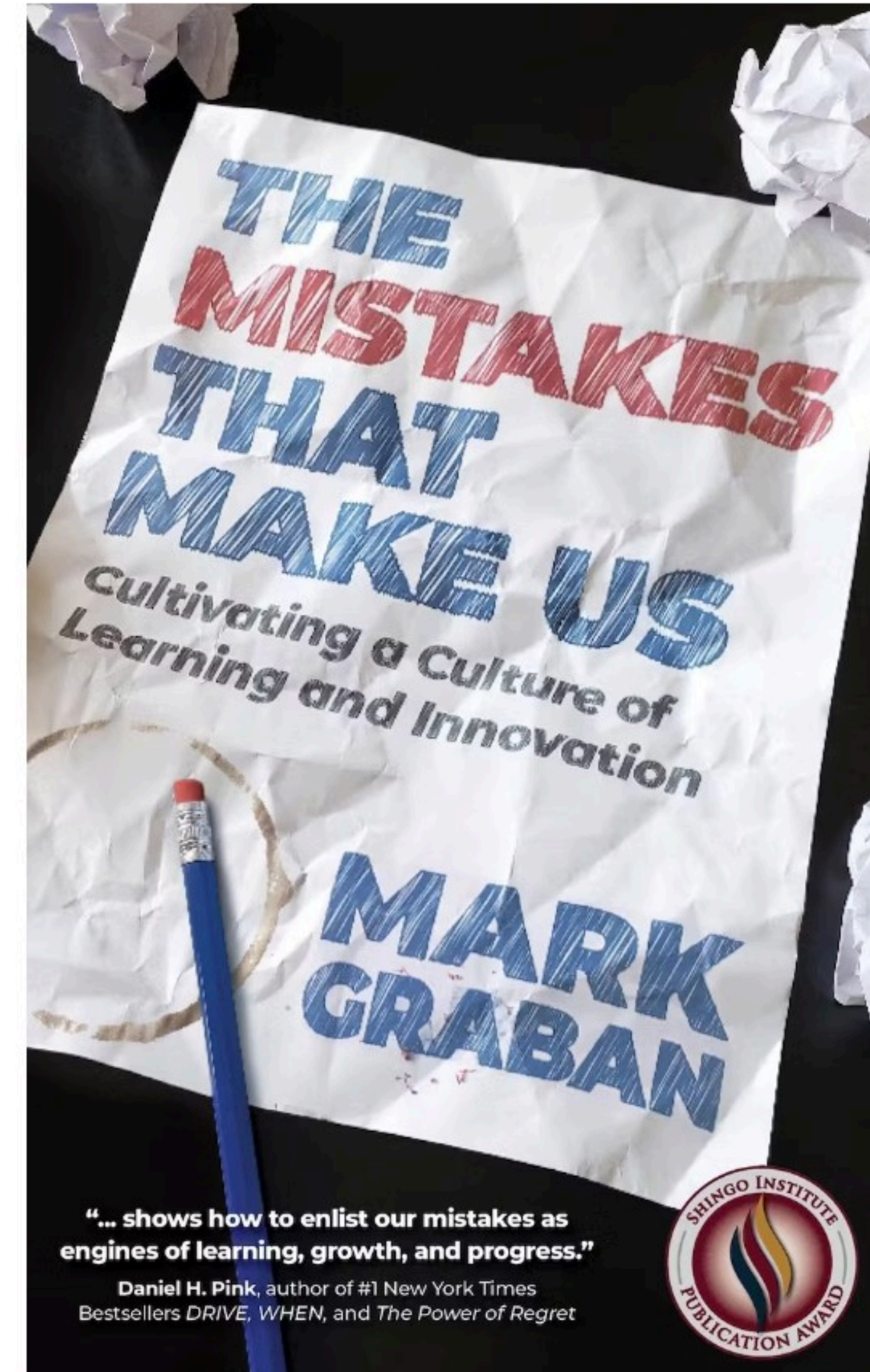


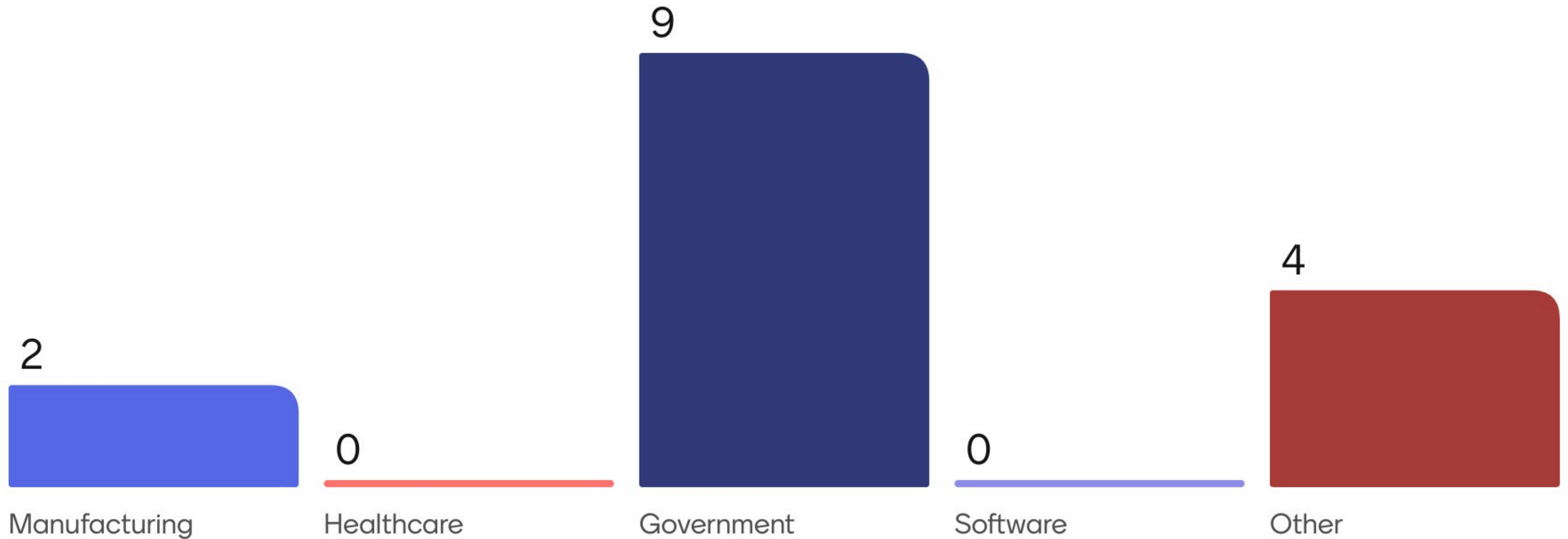
Welcome!

Questions will appear here when announced during the presentation.

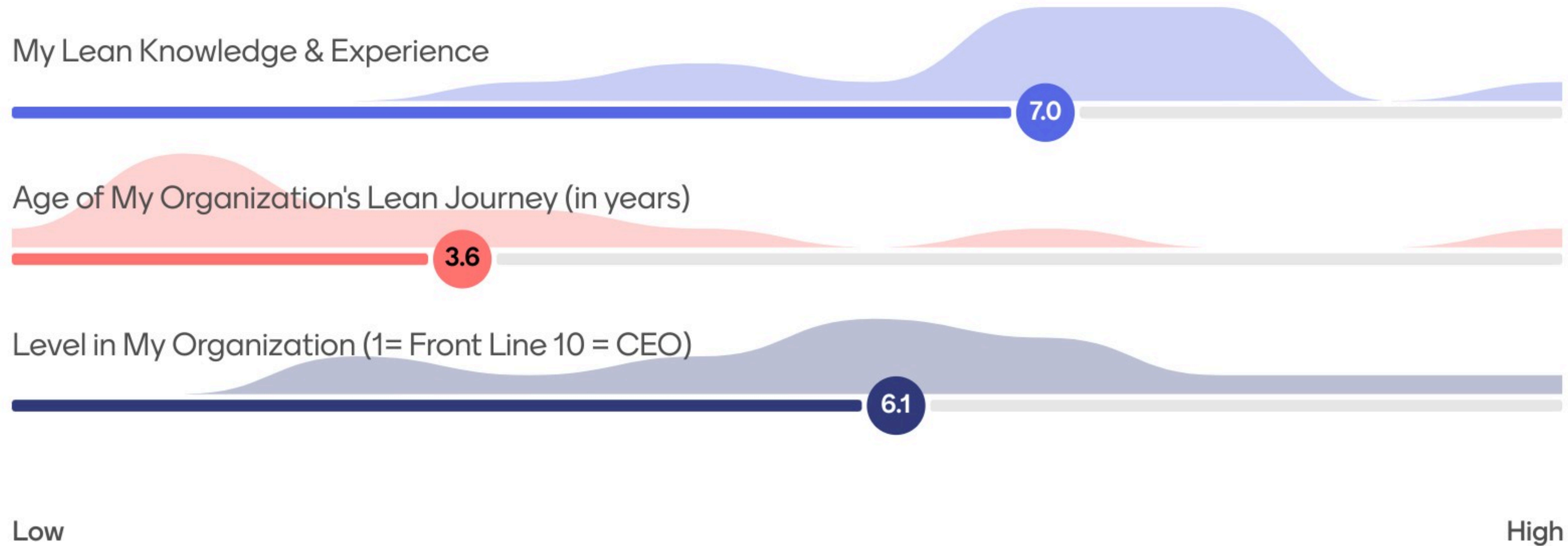
Thanks,
Mark



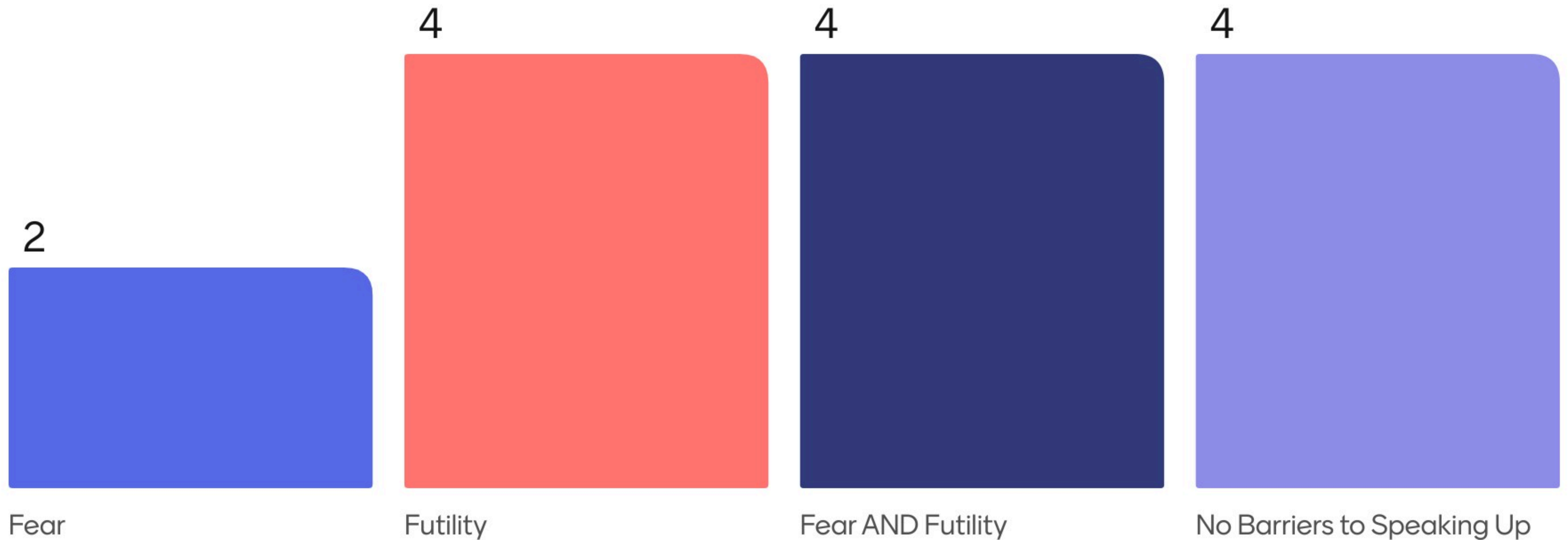
What Industry Are You Currently Working In?



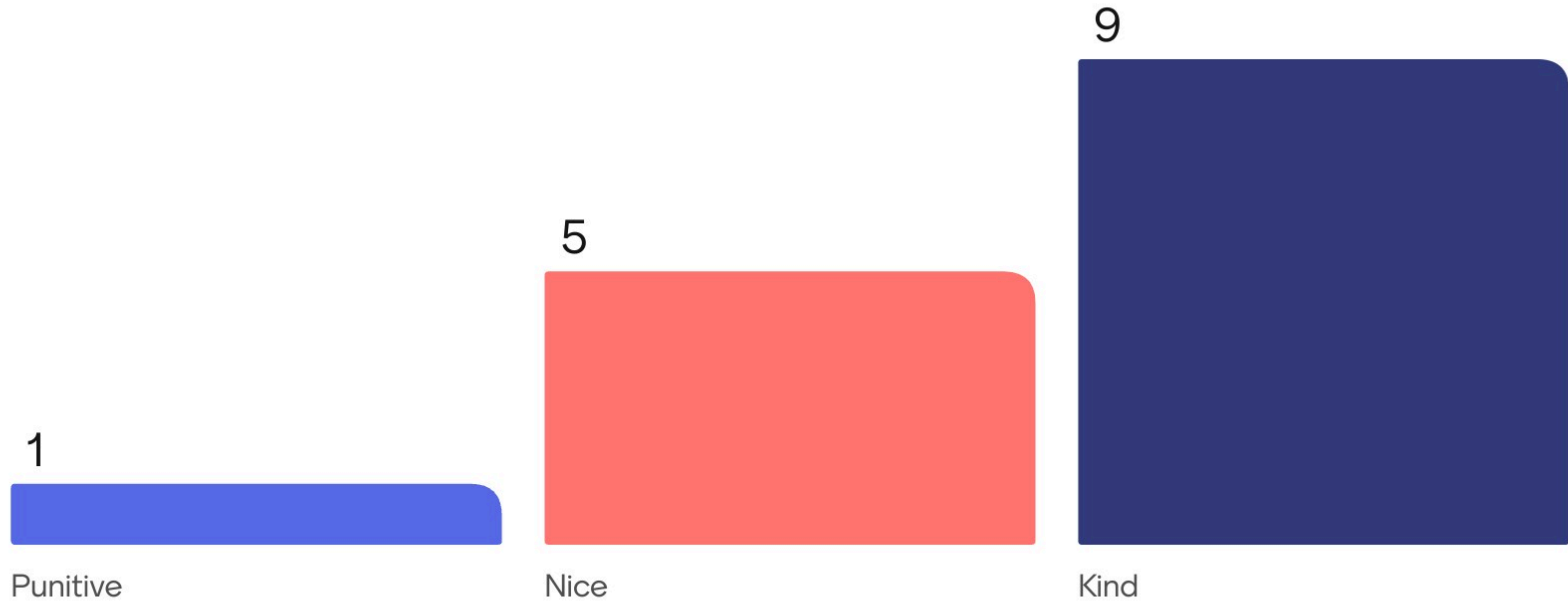
More About You



What Keeps You From Speaking Up at Work?



What's the Most Likely Reaction to Mistakes in Your Workplace?



Examples of Actions That Might be Punished at Work

Asking questions

Being honest about
process issues

A leader who does not
take feedback well

Challenging a decision
made by a leader

Disagreeing with the
majority

Not following the script

Being too direct or
failing to consider
someone's feelings

Making a mistake

Examples of Actions That Might be Punished at Work

Being honest about hierarchy disparities

Asking controversial questions in public forums

Disagreeing with manager

Not following process

Highlighting process improvements to improve a process developed by managers

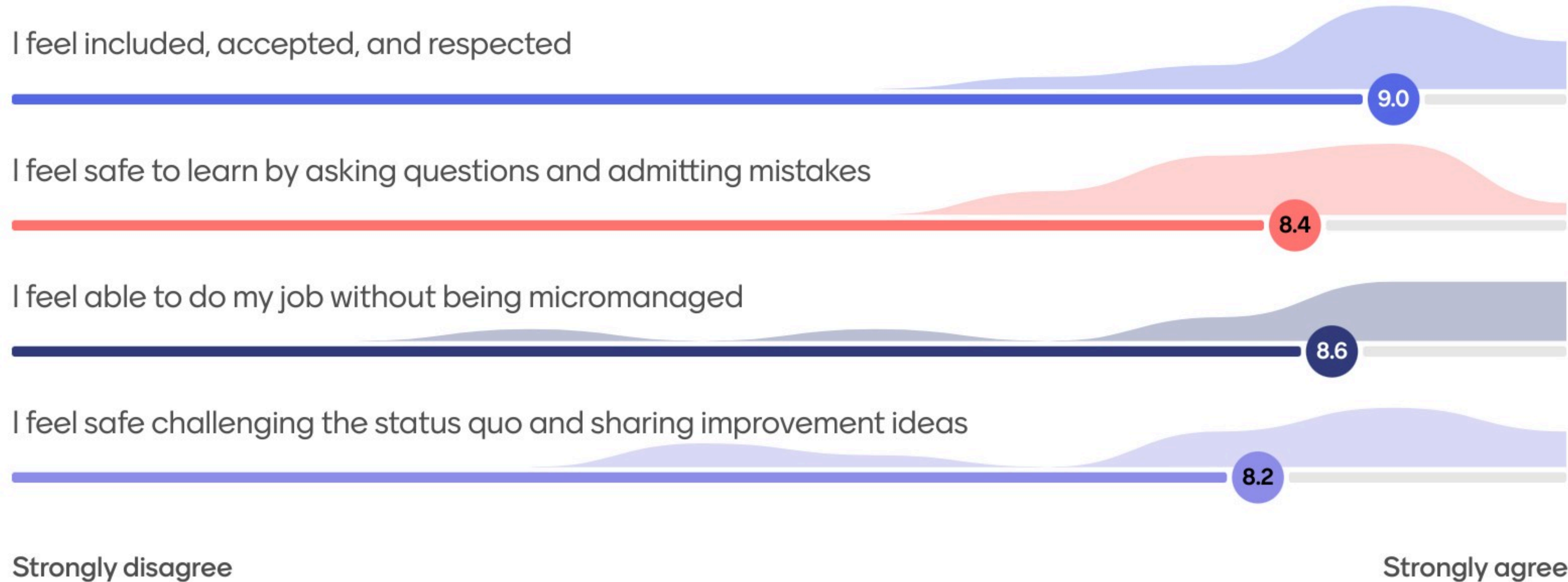
Including accusations in a group discussion.

Identifying issues that others have just accepted

Personally, which of these acts do you feel is most vulnerable?



How much do YOU agree, at work?



How do you think OTHERS would generally answer at work?

I feel included, accepted, and respected

7.2

I feel safe to learn by asking questions and admitting mistakes

6.0

I feel able to do my job without being micromanaged

5.8

I feel safe challenging the status quo and sharing improvement ideas

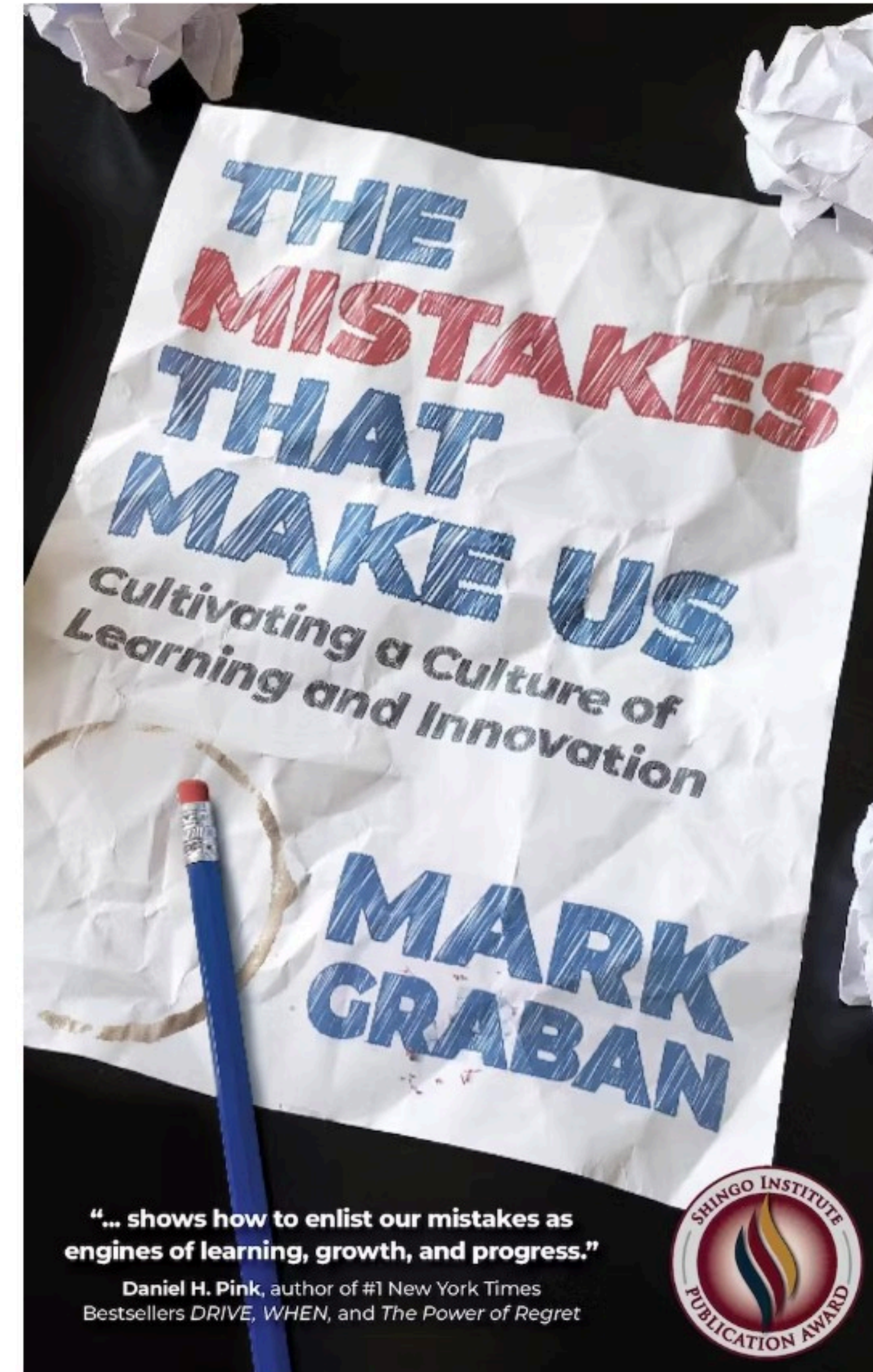
5.3

Strongly disagree

Strongly agree

Thank You!!

We'll share results of the surveys and polling via email.



"... shows how to enlist our mistakes as engines of learning, growth, and progress."

Daniel H. Pink, author of #1 New York Times Bestsellers *DRIVE*, *WHEN*, and *The Power of Regret*

