

A Thinking Environment

Based on the book of Nancy Kline, "A Time to Think: Listening to Ignite the Human Mind"

4) Information, Psychological
Safety and Diverse Thinking

Today's Session

UNDERSTANDING THE SETTING NEEDED FOR A THINKING ENVIRONMENT

When, How and What Information to give.
Creating a Psychological Safe Space
Sparking Creative Collaboration



THINKING ENVIRONMENT

KEY SETTING COMPONENTS



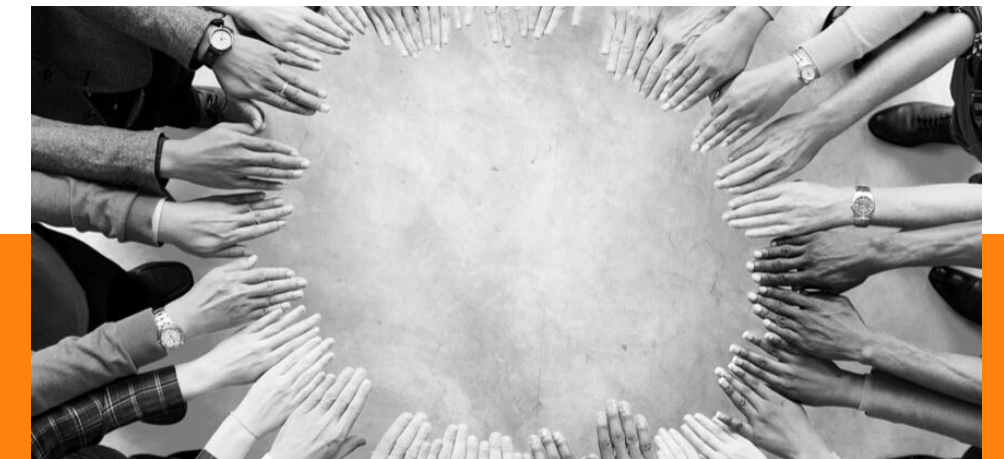
INFORMATION

"The Thinker needs information - BUT at the right moment"



PSYCHOLOGICAL SAFETY

"A Thinking Environment says back to you: YOU MATTER".



DIVERSE VIEWS

"Diversity Collaborative recognizes the value of diverse perspectives and the importance of including members of all levels of diversity."

INFORMATION

- Full and accurate information results in intellectual integrity
- Know when and how to provide information to the thinker or when to ask clarifying questions.
- Quality information helps to break down wrong assumptions and perceptions. It helps us to face what we might have denied in the past.
- When they do ask for your help, rather help them through asking Powerful Questions or providing accurate facts through stating "In my experience..." or "I have read/heard that..." instead of "you should..." or "the best way is..."

If not now,
WHEN?

CREATE A SENSE OF BELONGING THROUGH CREATING A PSYCHOLOGICAL SAFE SPACE FOR OTHERS TO THINK



- **Be aware** of your own Biases, Prejudices, Stereotypes and assumptions.
- Remember in a Thinking Environment everyone is seen as having **EQUAL value** and potential to contribute.
- Engage the right people, at the right times, to the right degree in creative work.
- If you are looking for new innovative ideas, make sure you have a **diverse representation** of Age, Race, Gender, Rank, Experience, Personality, Customers and Stakeholders.



**Create a SAFE Space for
Creative Collaboration
and Innovation.**