

## I&D MOMENT

### LISTEN! OPINIONS MATTER (BY: ISCVN DIVISION I&D CHAMPIONS)

#### INTRODUCTION

##### Scenario 1:

*Imagine working on a work team or crew in which you have a fantastic idea, but you are reluctant to share the idea, because your leader and/or work team never seems to value your opinion. In this scenario you may not even share the idea, because you're worried about how your team will react. Will they listen to you? Unfortunately, for some individuals this hypothetical scenario may have been their reality. Today we look at what it means to have your "Opinions Matter," as well as the importance of this topic.*

- What do we mean when we say everyone's opinion matters? (Let work team answer first.)
  - This means that every team member is able to speak up, provide feedback, make recommendations, and feel included to actively participate in group sessions without fear of being humiliated or ridiculed.
- What can you do to bring others into the conversation and make their opinion feel valued?
- Why does it matter if your team member gets a chance to speak up?

We have a diverse workforce here at NNS, with individuals from all walks of life. Every employee has the ability and right to contribute regardless of age, gender, race, ethnicity, sexual orientation, gender identity, or religion. We all have opinions and ideas that may positively impact our business. Does this mean that every suggestion and idea will be implemented? Some opinions may be extremely beneficial, while some suggestions may not be feasible. Nevertheless, everyone deserves the opportunity to openly communicate their opinions, ideas, and feedback. This is vital to the operation of our business and the performance of our work teams.

#### Remember:

- ✓ **Have an open mind:** Try not to be biased while someone is sharing their opinion, feedback, or suggestion.
- ✓ **Listen & pay attention:** Give your fellow team members the respect that they deserve when they attempt to address the team.
- ✓ **Be Polite:** It is totally fine to disagree with your team member, but do so respectfully.
- ✓ **Set the tone:** It is imperative that the team leader (supervisor/manager) set the tone in creating & maintaining an environment of respect among the team members. Be sure to allow time to solicit feedback from your team.



A work environment in which everyone's opinion matters is extremely vital to the success of our performance. We **ALL** have opinions, ideas and feedback that can improve our overall performance. Be sure to speak up and inform your supervisor/manager if you feel your opinions never seem to matter. **Everyone deserves the opportunity to openly communicate.** Always listen to your team members, and be respectful of one another. The next big idea might very well come from your work team!