Call in the Person. Call out the Behaviour.

01. Assume Good Intent and Explain Impact

Aim – Separate the person from the behaviour, taking a respectful rather than self-righteous approach.

"I know you probably didn't mean it like that, but that could make someone feel quite uncomfortable."

"I know you're just having fun, but that can be hurtful to some people (including me)"

02. Challenge Stereotypes

Aim - Bring perspective to the conversation by questioning assumptions and generalisations.

"*Are you sure that's something all women do, or are you just talking about one or two people you know?"*

"It sounds like you're making some assumptions we might need to unpack."

03. Help them reframe the situation

Aim — Introduce another point of view to encourage insight and empathy.

"Can you imagine that someone else might view this situation differently?"

"Have you considered how that comment might make someone else feel?"

04. Clarify / ask questions

Aim – Use curiosity to open up conversation for reflection and clarification.

"Why do you think that's the case?"

"What did you mean by that? Can you help me understand?"

It sounded like you just said…Is that what you really meant?"

05. Take the oxygen out of the conversation

Aim – Redirect the energy (verbally or non-verbally) to avoid causing harm.

"Moving on…I wanted to pick your brains about…"

"Let's not go there, hey?"

Other non-verbal suggestions – pretend you don't get the joke, move away, show your disagreement with your body language / facial expressions.

06. Appeal to a shared point of reference

Aim – Shift the conversation away from personal opinions to broader ideals and objective standards.

"*This feels out of step with PM&C's values"*

"I just want to make sure we're setting a good example for conduct":

07. State your disagreement in first person

Aim — Clearly express your objection or discomfort, focusing on the behaviour rather than the person.

"I'm not comfortable with what you've just said. Please don't say that again."

"I don't like that joke."

(From Ananth Gopal, Polykala)