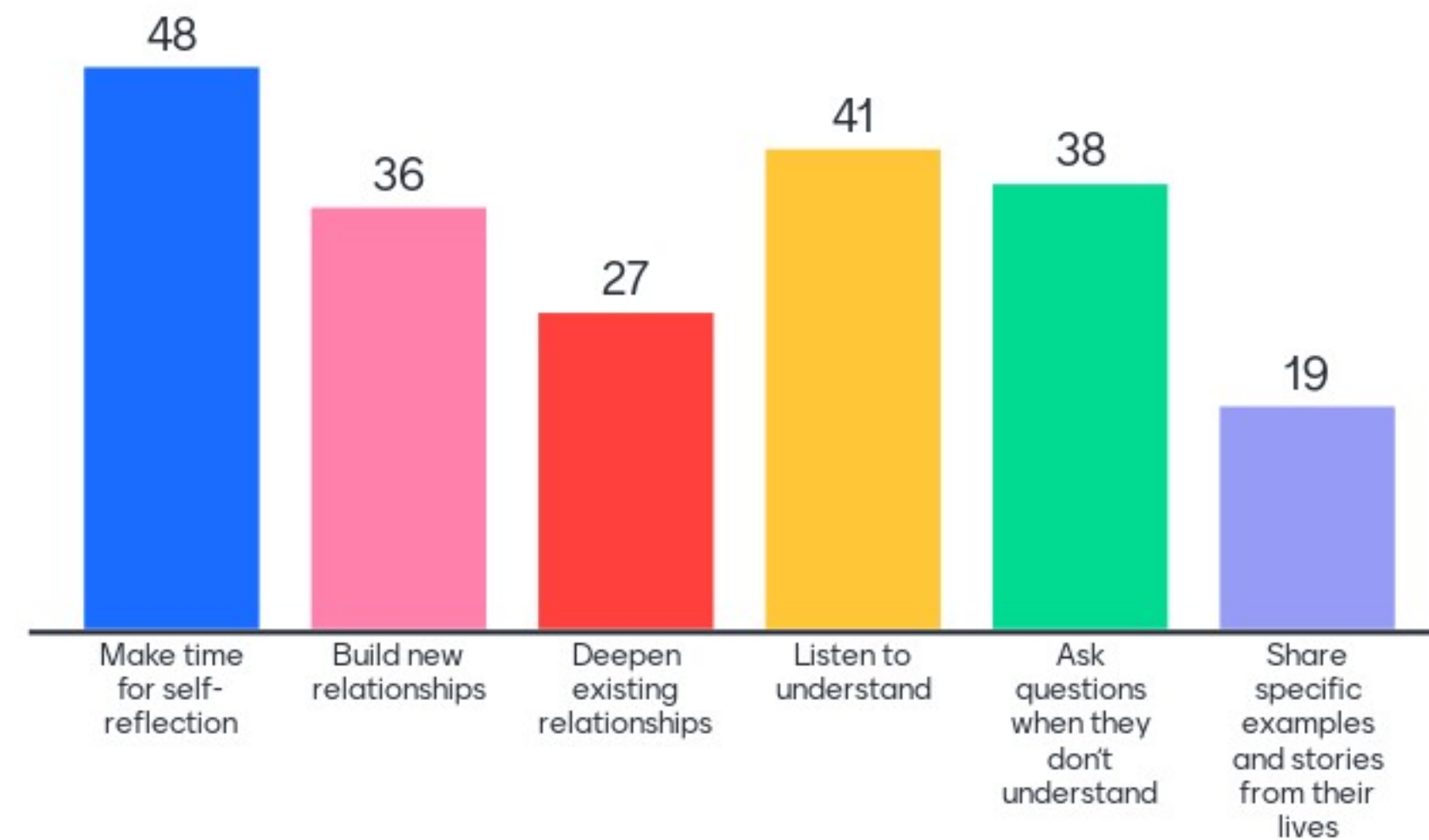
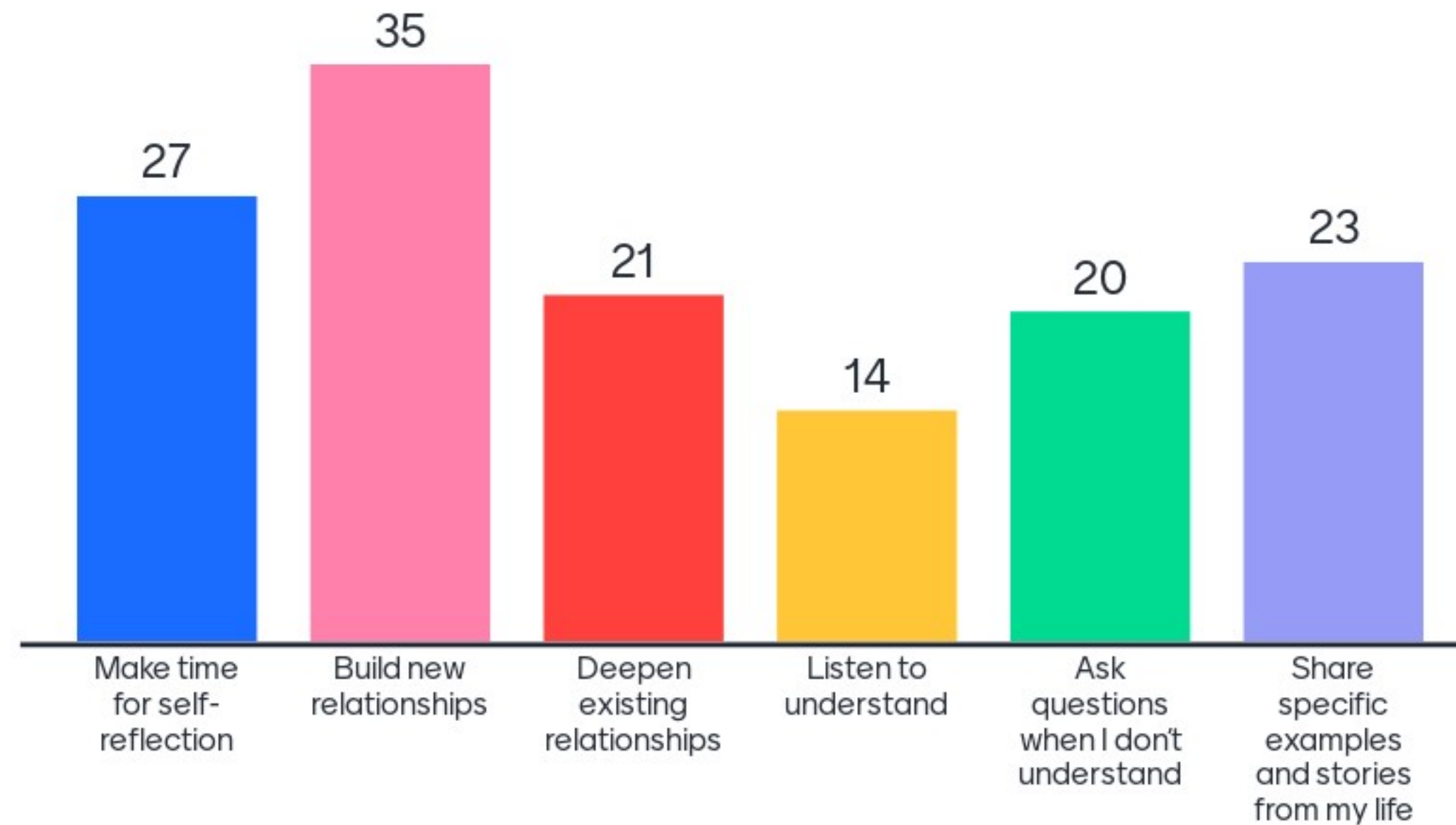


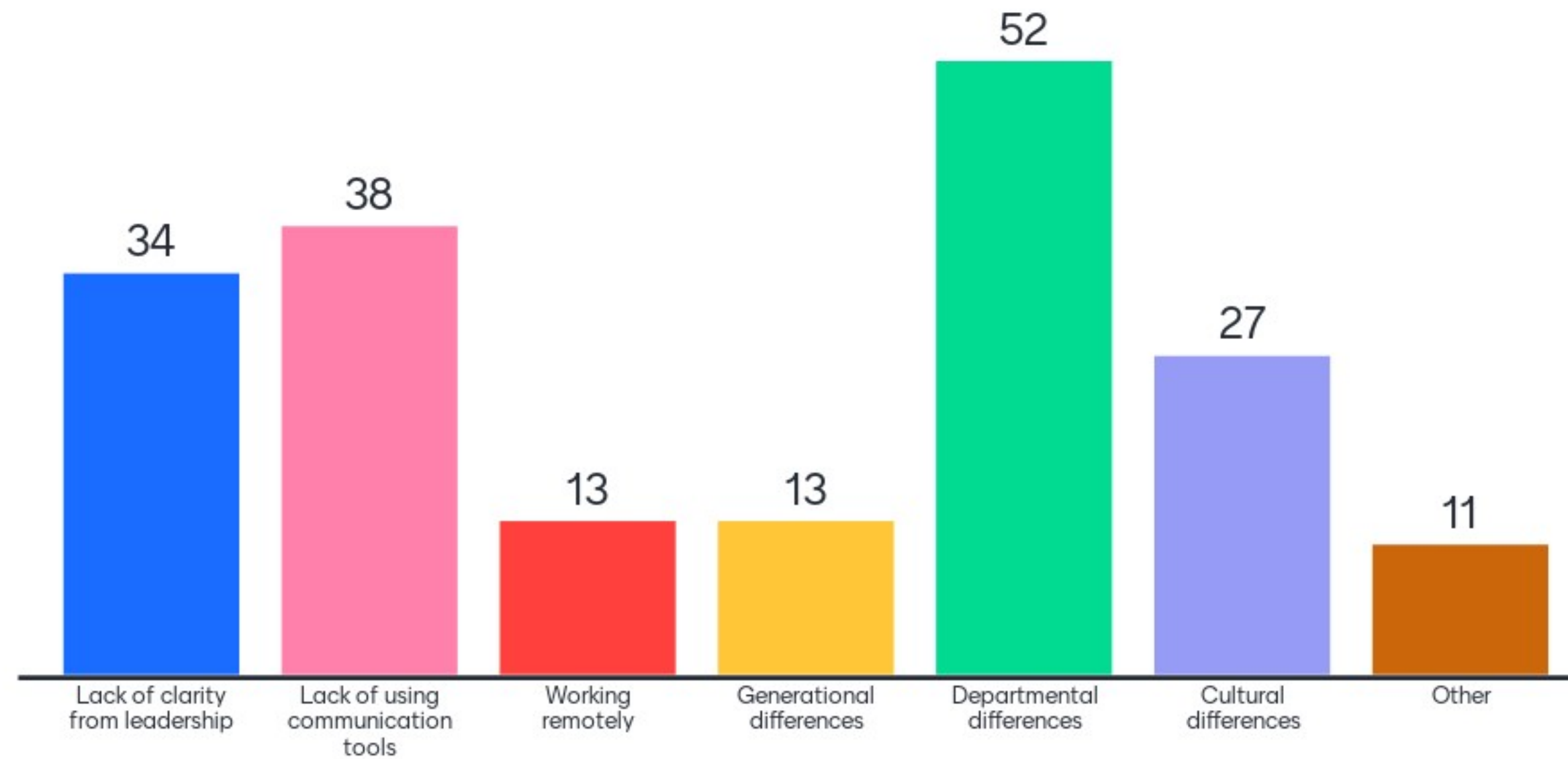
Which elements of practicing curiosity do you think are lacking among your colleagues currently?



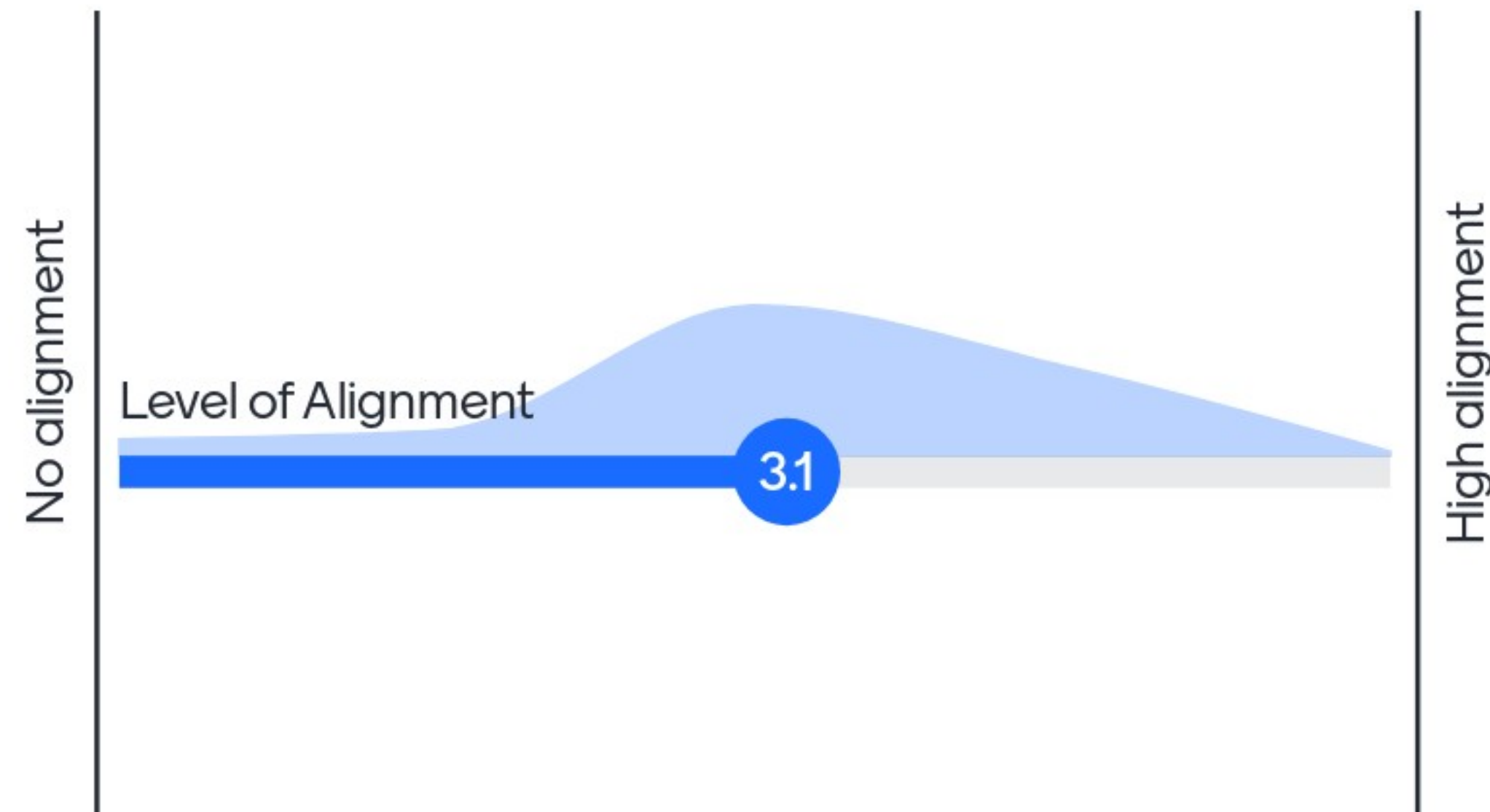
Which elements of practicing curiosity are difficult for you to practice at work currently?



What causes misalignment around understanding respect at Food Lifeline?



How aligned are your colleagues in terms of understanding of what respect means across Food Lifeline?



What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

None

None

Respect: inclusion in activities
Disrespect: disregard to certain trainings and practices within the organization.

None

None

Good experience - Genuine listening and help from coworkers with subjects ranging from work to personal
Bad experience - Sexist and racist comments made to me, about me ,and to others.

My immediate manager respects that I have life/am someone outside of work

Casual conversations & efforts to get to know me by leadership make me feel respected, I appreciate being known as an individual with values outside of work

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Disregarding the impact of changing someone's schedule without their feedback.
(Mandatory work on a weekend or day someone is typically off)

Asking for input

Assuming incompetence based off of gender and age

hoarding of information

ability to do work with little managerial oversight & lots of trust

Disrespect- leader speaking poorly of other team members, talking behind each other's back, team members not prioritizing meeting times/spaces, team members coming to meetings unprepared.

abiding by agreements

Abrupt/harsh confrontation based on assumptions

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Meetings that start late

Lack of leadership communication

Disrespect - Not following through with commitments

Being interrupted after being asked a question

Adding a mandatory respect training to our calendars the week of the training.

abuse of hierarchal power

I've said hello directly to people without any response back as they look me in my eyes.

Not replying to emails or messages.

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Recognition of hard work & engagement in organizational change

Meetings without a clear structure/agenda

Responding when you ask for help (either to offer help or explain why you can't help out in that moment)

People interrupting me or talking over me.

Preferred pronouns

Lack of leadership accountability

Being told I am replaceable. When co workers drop random things to Finance because we know everything I am an ass at work so anytime someone was nice to me it showed respect.

Exclusion by team leads from important conversations relevant to my work

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Preferred name

Ignoring emails

Consideration around a team member's bereavement—folks respecting their time and grieving process by listening to their needs and reassigning tasks

Interrupting meetings

Delegation of irrelevant tasks

Not showing up for a meeting you scheduled
Talking down to someone in front of others

Respect: People in leadership roles adopting suggestions made by staff - and crediting them for the idea. Disrespect: Leaving staff members out of decisions they have the most insight into.

Leaving shared workspaces in a mess.

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Disrespect- People on their phones or computers / multitasking during a presentation.

in meeting spaces, having to interject to speak because it's hard to get time to talk

Department collaborations and seeking to understand departmental functions and intersected work.

Being late to or not attending scheduled meetings is common

Teams helping other teams when they're short-staffed.

Non-appropriate colleague discourse

Being talked to like a child by coworkers

passive aggressive language

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Not believing other people work as hard as you, that ones job is not important than an other

Getting entrusted with projects and allowed to come up with a plan and set my own timeline. Supervision has been not questioning the results but making sure my bias aren't coming into play.

Assuming positional leadership equates to ground level expertise. This shows up by not consulting folks doing the work when changing policies or practices.

Ignoring of emails/communications

resentment towards leadership impacted/lowered my productivity

More effort in communication and ownership of shortcoming.

Respect- making space for teams to collaborate on projects, making space for staff to socialize, having org wide meetings agreements to help facilitate respectful meetings.

Respect- being greeted/acknowledged when arriving at work Disrespect- not being acknowledged for still showing up if I may run a bit late

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Talking to warehouse workers

Not being respectful of others' time; late for meetings or not cancelling meetings

Making you wait for things without a heads up or explanation

Being given a nickname I didn't request

Lazy leadership who avoid tuff conversations

Disrespect: not meeting deadlines and creating significantly more work for other colleagues

Creating policies without input from staff as to what works best for them

Lack of respect for different job duties and schedules

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Asking me how my day or weekend was and in turn, sharing about theirs.

N

Lack of communication when it comes to delayed/missed deadlines

Listening to everyone's thoughts and ideas

Example of respect: establishing pathways for communication between teams

Respect: colleagues making an effort to use preferred pronouns
Respect: not using microaggressions
Disrespect: can be actions and not just words. Leaning on unequal workloads and not supporting team

Gossip

Assumptions from my former boss made about me based on incomplete information and without my own story and experience. Being told that I was too nice, and that meant I had an inability to be clear.

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Disrespect - Not letting people know if you are going to attend a meeting (Not using your calendar to inform the organizer), not completing assignments or task when asked and not communicating why

HR abandonment

Respect: care and support from my colleagues when I'm going through something tough, support from supervisor for reasonable work-life balance
Disrespect: rude emails and public comments

Not acknowledging input
Inappropriate jokes

Explaining reason for delay ahead of time

Not asking questions when they don't understand.

Asking questions

Respect: extra effort, hardship during pandemic acknowledged with bonuses for everyone in the organization.

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Disrespect: Leadership not being present at trainings like this. Not being transparent or sharing important info and updates with the whole org.

Blatant phrases like 'food lifeline sucks' or 'that's so horrible' without being productive in how it could be better or openness to understand

Most people are very generous with praise, especially in group settings, and feedback, usually in private.

Being told thanks you

Active/outspoken obstruction/disengagement during a work training I had to run

Recognition of support in DEI initiatives

Being ignored by a coworker. Being talked down to by a coworker.

Disrespect: being dishonest about work accomplished, meaning other colleagues had to pick up the slack last-minute

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

People noticing your work and letting you know that you are Appreciated..Have not experienced any disrespect as of yet

Not trusting my expertise by going above or around me for answers

Continued joking about a topic when you give feedback that it isn't funny, or shouldn't be joked about. Especially as it relates to identity or experiences that are associated with identity.

I often get given short deadlines that go contrary to the expectations I've established around turn around times for reports and projects.

My work being undone by another employee. Per the instructions of the boss.

Someone call other people stupid for doing wrong what I was doing wrong at the moment in a conversation with me.

Talking behind each others backHaving/ Giving good feedbackSaying good jobNot doing tasks that have been asked of you

Being on time for meetings

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

not acknowledging coworkers at the beginning of the shift made them feel a type of way

Disrespect - hybrid workers not coming onsite

I have encountered tokenism and racist undertones which is a form of disrespect

Being asked to join committees & workgroups where my voice might be valuable

Disrespect: none

Mentioning dumb jokes

Assisting others

Having meetings/training early in the day.

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Not doing tasks that were asked of you

Respect - people being willing to step in and help out a team member who needs support with a task.

good communication among colleagues

People not showing appreciation, people feeling entitled

Tardiness to meetings by leadership

Emails are often ignored

People hold doors open for each other and considering the fact that opening a door requires scanning a badge, this is actually a very helpful thing to do for a colleague.

Not listening to understand others points of view

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

When having a difficult day or personal problem at home food lifeline coworkers are pretty good about listening and understanding.

Being open if you are misunderstanding something (ex: I'm sorry if missed this but can you explain)

Giving me their undivided attention when speaking with them

Just not responding to someone

Cleaning tasks

Giving/ getting feedback

Making an effort to welcome a new hire.

Cross-departmental support on different projects!

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Mentioning dumb jokes

Respect: my manager asking me about my stress level and respecting my time by assigning manageable tasks and workloads

Respect: some of the benefits and accommodations available to all staff, like the private room available, food at meetings, tampons in bathroom. Check ins for new hires.

Not addressing me by my name

Saying thank you

The thank you at the end of a project

Inequities in employee employee benefits

Asking for my opinion

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Triangulation/gaslighting - creating conflict/suggesting problems where they may not exist. Doubling down even when validated among the other triangulated party. Projection - blaming others

Seeing someone that you see on a daily basis and always speaking and the disrespect them not speaking like they didn't see you coming

People swear at each other

Respect - teammates double checking to make sure others feel supported in their work and offering help when they are able
Disrespect - expecting others to do work on their behalf without communicatin

Not listening to the other person

Respect: Robust and thorough onboarding, safe work environments, variety of holidays that are honored/pto benefits
Disrespect: the way we sometimes communicate staff departures, inequity with hourly

Respect: Living wage for hourly staff

Appreciation

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Treating me less than for my job title

Not accepting reasonable management requests without joking that the request is unimportant or ridiculous.

Being short tempered

Providing clear feedback

Not speaking when spoken to

Disrespect: people taking up too much space in meetings.

Scheduling potlucks or activities a

Not learning about others' work functions
Not responding to emails or meeting invites
Not involving people in decision making closest to issue
Not being transparent about decisions
Not having agendas

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Spreading rumors is not respectful

Prioritization of one individual's needs & expectations, mostly someone in a leadership role, over others

Interviewing disgruntled former staff for a podcast and talking about the podcast at work

As a whole org we make many efforts to include, understand and create a safe space although I believe you can only go so far if people aren't actually doing internal work/self accountability

Lack of transparency on decisions.

Respect and disrespect of equipment. Some people do not respect equipment at all and abuse to ruin.

Respect Saying good morning to someone. Disrespect Not helping someone on your team when they still have a lot of work left.

Disrespecting work life balance - expecting people to cover for others without recognizing existing work load and deadlines are impacted.

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Missed meetings. No communication.

Respect: acknowledgement of difficulty of our work / personal comm. Disrespect: generalizations of departments / judgements on how 'hard people work / choosing not to show up physically in spaces /

Everyone respects

The management listen when we suggest some things for the benefit of the team. Disrespect- when your boss harasses you and co worker being rude or trying to bossy you around.

When I have been asked to show up for a meeting without anything meaningful to add to fill a box is disrespectful

There a definite upstairs downstairs mentally at Food Lifeline. We need do a better job of acknowledging eachother and what we bring to this organization.

Tokenizing people of color

Having your constructive feedback ignored when changes are being considered, but then after management's changes were implemented, they had be be changed, with your idea implemented.

What are examples of respect and disrespect you've seen/experienced at Food Lifeline?

Not addressing harmful comments made by employees (i.e. sexual harassment) by leadership; no call-in & holding accountable for those staff members & victim blaming

What questions and/or comments do you still have about respect and disrespect at Food Lifeline?

These training schemes are often always about how adults can change thier behavior. Does this even matter?

Age

How has it changed over the years? Pre pandemic, etc.

What is expected of supervisors & colleagues to show respect?

Are our leaders capable of leading? Are our leaders capable of leading staff with lived experience?

I want to know what forms of respect resonate with the colleagues I work most closely with, so that I can "stretch" to do that for them.

How does this get incorporated into organizational values?

How is leadership being held accountable in regards to respect, and how are employees being supported when they encounter disrespect from leadership?

What questions and/or comments do you still have about respect and disrespect at Food Lifeline?

How do we improve cross departmental respect and understanding? I would like to work/interact more with departments that I don't often have a chance to work with in my everyday role.

Work life balance was something I don't think about is email really important

How do we ensure alignment and sustain buy in across the entire organization? (To resolve the departmental divides from earlier poll)

I hope there will be a chance for us to review the types of respect and disrespect witnessed at Food Lifeline so we can all grow and continue this type of dialogue

Everyone has experienced a level of both disrespect and respect. It was nice hearing and sharing, and empathizing with each other's experience.

What can I do better to make sure people feel respected? Why is communication lacking in the organization? Why are peers not respecting each other's time and effort?

can we have more time to get to know co workers

How to resolve conflict between two people who have different views of respect

What questions and/or comments do you still have about respect and disrespect at Food Lifeline?

Lack of knowledge of what other teams do

What solutions exist to improve places where people don't feel respect

None

I would like to know if someone is not communicating, how to address it if you think a personal issue might be a factor

Where do we have a lot of overlap in our understandings of respect? I thin that space, what are we doing well? Where are we being disrespectful even though everyone wants the same thing? How close gap

We all contribute to building the work culture of food lifeline. The walls are not the organization, we are.

Is this the norm? Should I just accept things the way they are? Just focus on my work and keep my head down

What do we do to update/upgrade our understanding of respect each year? How do we remain in sync with our growing/changing needs?

What questions and/or comments do you still have about respect and disrespect at Food Lifeline?

Can being respectful go too far?

How are we going to solve some of these areas for improvement and what does accountability look like when those standards aren't met?

There's a lack of boundary setting that occurs between leadership & those they manage. Leadership needs to make an intentional effort to learn about who they are managing & what they want/need.

It was nice Hearing everyone's different opinions

How do we combat the feeling people have about poor communication

Learning what other departments do will help with a lot of the miscommunication at Food Lifeline

What tips do you have for respect amidst competing priorities? Often when this happens, people can have trouble aligning and being respectful of one another

Communication goes a long way. Let others know if you can't make a meeting or deadline

What questions and/or comments do you still have about respect and disrespect at Food Lifeline?

How can leaders understand no one is perfect and really support lives outside of work when workers really show up and meet expectations?

Is there a certain aspect of respect that we should aspire to uphold together?

Im grateful we are having this training we all need to learn about respect and disrespect

Interesting that people in different departments share the same experiences

It seems to me that Food lifeline tries to appear as respectful but in actuality the culture is really respectful

Why did the chicken cross the road

Being disrespected at food lifeline is rare.

He will we carry this work/knowledge forward?
How do we best stay accountable to these 7 ideas of respect?

What questions and/or comments do you still have about respect and disrespect at Food Lifeline?

Those in leadership positions should ALWAYS model respect. We need strong leadership without strong egos.

How can we bring some intentionality to bridging Ops vs Admin together - there is a strong difference in experience and feeling around our operation and what everyone's role is. We need focused time.

I really value the fact that FoodLifeline takes the time for their employees to interact with these types of group meetings

Communicate more

No comment

Generally speaking, most people are quite respectful, especially co-workers.

Do we follow the code of conduct of food Lifeline and is there anything about how we should treat each other. Or is this respect for general life.

What will you remember from today's session?

The seven forms of respect, specifically consideration.

Respect is subjective

Just because you didn't get what you wanted doesn't mean you weren't heard.

I need more time reviewing the written content to grasp concepts further.

I will ask what respect looks like for another person.

learning i have similar experiences with colleagues

That disrespect isn't always intentional and I can look at things from another perspective

Respect is different for different people

What will you remember from today's session?

The outfit changes in the video

CAFA

Respect is relative

Respect means different things to different people.

Try to get a better understanding of how others like to be respected/treated/communicated with.

Respect is relative!
Important to communicate and determine needs

That respect is means different things to everyone!

Communication is key and self reflection is important to dissect conflicts situation by situation

What will you remember from today's session?

Communication is a two way street with lots of signs and stop lights. Need to keep your focus on the way you communicate

That there is opportunity to more respectful in how I work.

That respect looks different for different people

The format for starting conversations when you feel disrespected

That we are all thinking about respect more fully.

There's space and room for all of us to grow and that process is ongoing.

Curiosity is key. Respect is dynamic. Communication about the issues is often the best way through.

Respect and disrespect is always seen and understood differently. Both matter and affect the same.

What will you remember from today's session?

Many forms of respect
and disrespect

Respect is relative and
sometimes contradictory -- can
think of being respect as a
rubber band. Important to know
how a specific person
experiences and gives respect.

Be curious. Ask questions to
understand more where the
other person is coming from.

The seven forms of
respect and the personal
exercises

Everyone views and
receives respect
differently

Ask for clarity!

Confrontation is painful

Regardless of
department, we all have
the need to feel
respected

What will you remember from today's session?

That respect is looked at differently according to people

To always ask a question about what they mean by saying or doing that!

being mindful and curious

Brainstorming questions to learn the other person's context.

Your respect may not be their respect.

The acknowledgement that there are multiple layers of culture + communication across the organization.

people have different ideas of how they want to give and receive respect

Getting to know colleagues.

What will you remember from today's session?

The 7 forms of respect and how to resolve conflicts and or misunderstanding withing the line of communication.

That I felt harmed by the whole experience

Talking to co-workers that i probably wouldn't have

Always ask questions don't make assumptions of situations

Reminder about respecting others and yourself

Connections made with other depts - operations staff feeling like they don't know or understand what admin does "upstairs", not feeling seen or valued in their work. Sharing more personal stories.

I will work on acknowledging each others needs when comes to thier work and time.

The lo-fi with some good conversations

What will you remember from today's session?

Can't control how we feel,
but can control how we
act;)

I don't think this was covered well,
and did not seem to consider the
backgrounds, position hierarchy,
and how destructive disrespect
can be. The second to last slide
was a bit jarring.

To value different
perspectives to remind
myself they always exist

Listen to understand rather than
add only what i want to say. Be
willing to view things differently.
Dont always take things
personally

Respect everyone

Common themes for me today
for good respect-building were
creating understanding by
asking questions, setting
boundaries & expectations early
on, & communicating your needs
clearly

To be curious and ask
more questions!

To ask questions, and find out
what others Intent is..and too
Listen Respectfully

What will you remember from today's session?

Rather than internalizing a situation situations. Look at the lesson its teaching you.

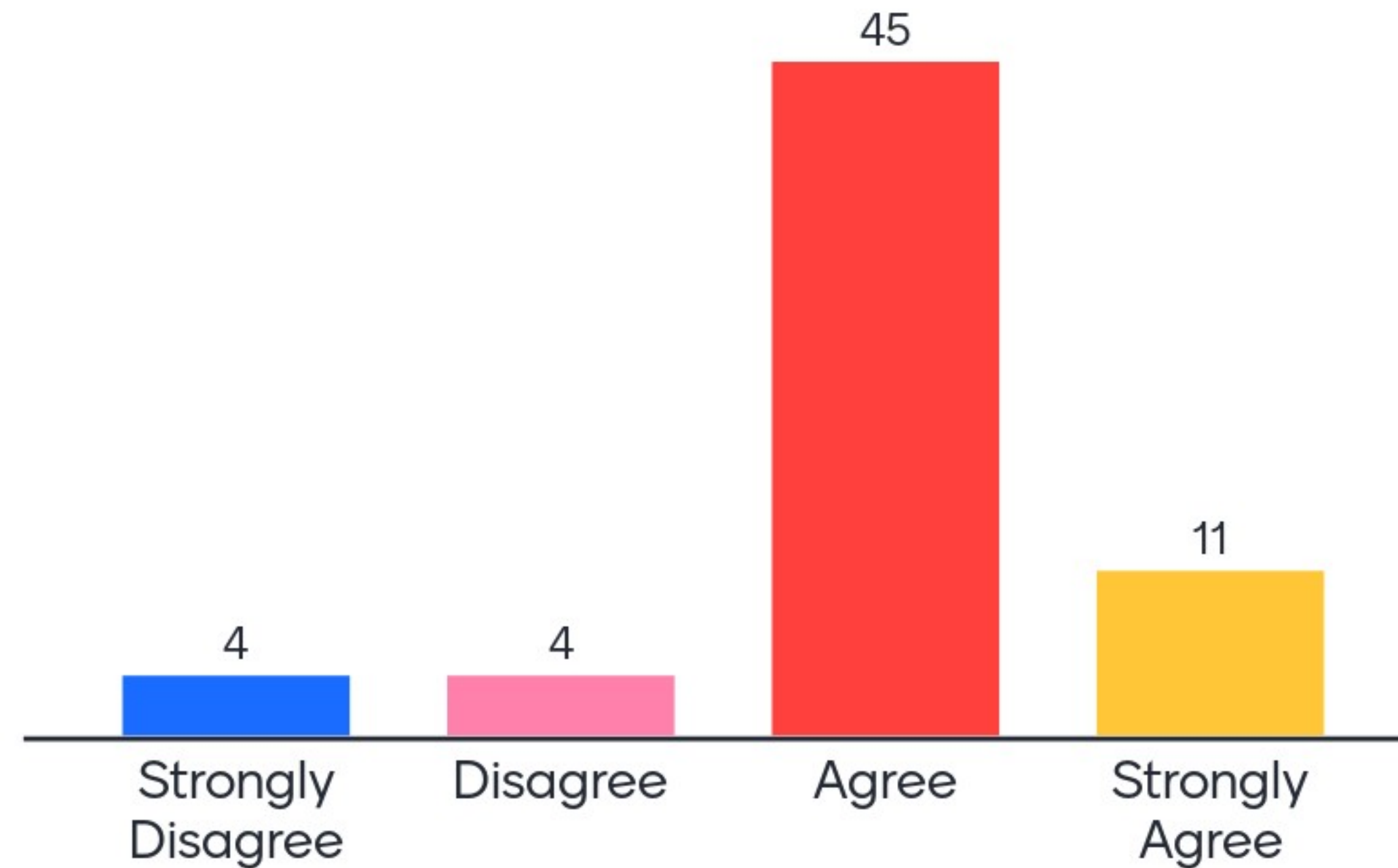
i'll remember that its worth figuring out what respect means to different people - i may be wasting time/effort (worse, disrespecting them)

Its important to listen to understand, communicate effectively, respect cultural differences and make sure to understand other's perspectives and not make decisions based on assumptions or feelings.

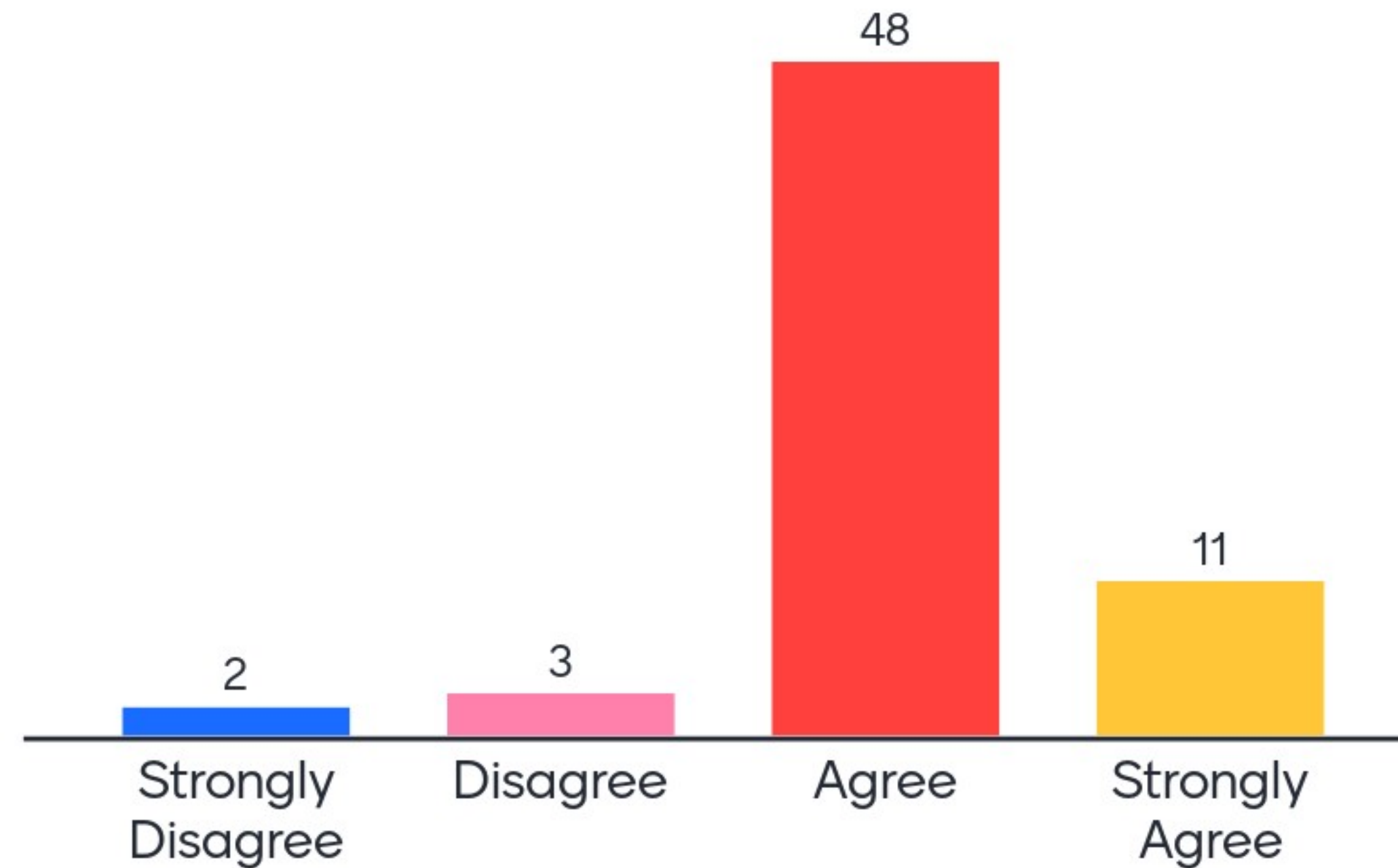
That respect is earned , not freely given .

Ask questions to seek clarification if there seems to be a lack of effective communication that results in a feeling of disrespect.

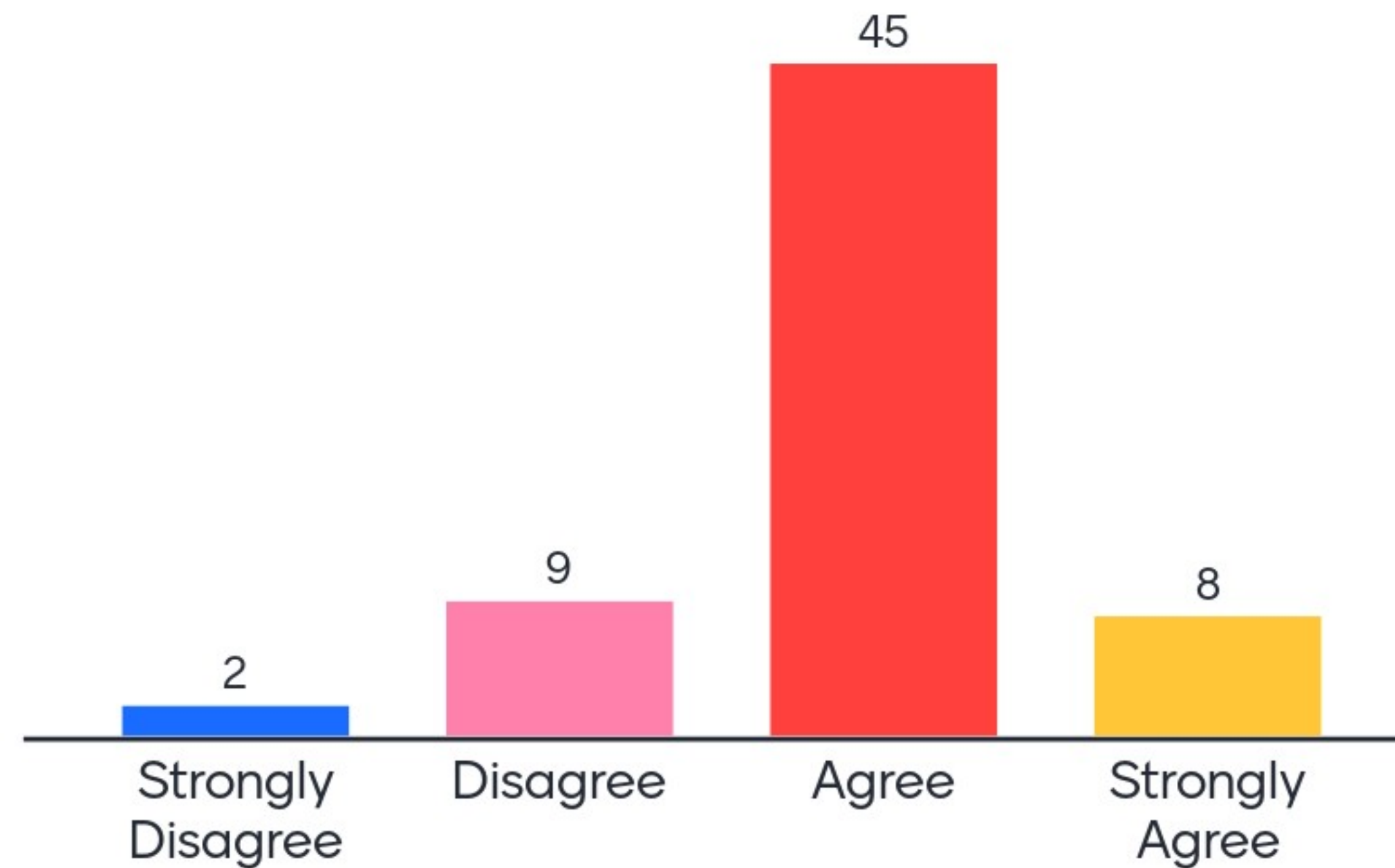
This session helped you increase your self awareness.



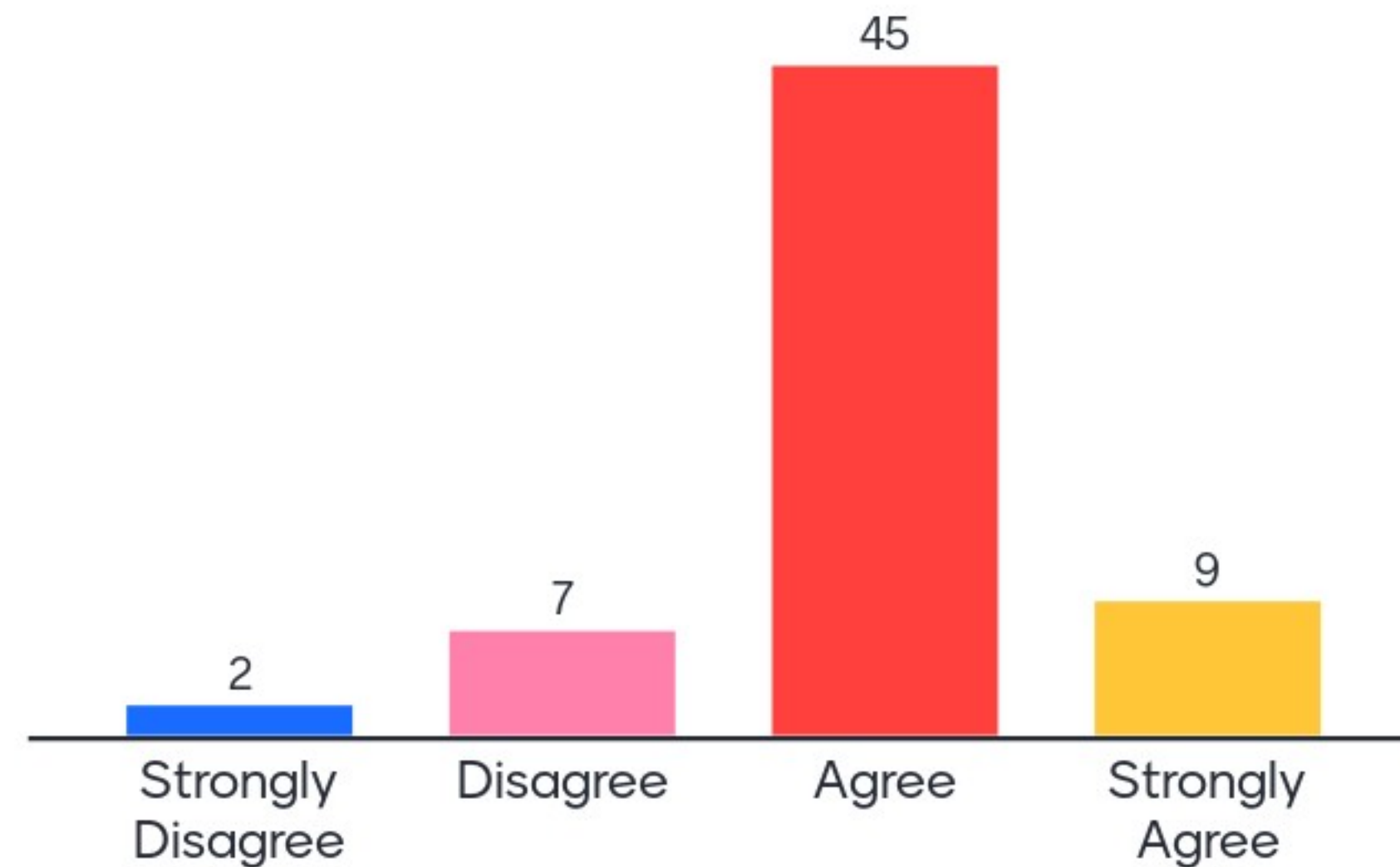
This session helped you build/form relationships with your colleagues at work.



This session helped you practice clearer communication.



The 7 Forms of Respect will be useful in improving your communications and relationships at work.



What questions/comments do you still have about the 7 Forms of Respect or ideas for improvement for this session? Put N/A if you have none.

Na

N/a

Please share session materials

More examples of each form would be helpful in learning the material more deeply!

N/a

N/A

NA

Na

What questions/comments do you still have about the 7 Forms of Respect or ideas for improvement for this session? Put N/A if you have none.

N/a

N/A

N/A

N/A

Good training

None at the moment

Na

n/a

What questions/comments do you still have about the 7 Forms of Respect or ideas for improvement for this session? Put N/A if you have none.

N/A

N/A

N/A

Where is the implementation and application of respect in the workplace?

n/a

NA

Talk/present a little bit slower.
Maybe 80%-85% of your current speed. Not all of us can comprehend this content and the ideas you share at your current speed.

N/A

What questions/comments do you still have about the 7 Forms of Respect or ideas for improvement for this session? Put N/A if you have none.

N/A

N/A

NA

I'd like to have the opportunity to go deeper to understand the 7 forms and implementation.

Next steps for FLL

this session is a lot about individual accountability and respect; how about addressing changing the structure and culture of the organization??

N/A

N/A

What questions/comments do you still have about the 7 Forms of Respect or ideas for improvement for this session? Put N/A if you have none.

N/A

Thank you !

How they come into play
when people have
competing priorities

A takeaway that ties it
altogether would be a nice
reminder to have.

N/A

Breaks out need more
time.

N/A

How best to stay
accountable to this
training/concept?

What questions/comments do you still have about the 7 Forms of Respect or ideas for improvement for this session? Put N/A if you have none.

I am not sure about needing to explain why something is important to you. I get the value, but I think we are entitled to respect even if we don't say why our experiences led to this

When we say treat people the way they want to be treated. What if the way they want to be treated in a way that's disrespectful to you

Great session for a quick, all staff training for a drastically varying audience when it comes to talking about this type of content.

N/A

Metrics. Specific data collection to determine the impact and effect of teaching the 7 Forms of Respect.

Do unto others as you would have done unto you

This was great! I would have loved a bit more time on the 7 forms and how they are applied where the speaker led more of the conversation & engaged the greater group in discussion.

N/A

What questions/comments do you still have about the 7 Forms of Respect or ideas for improvement for this session? Put N/A if you have none.

Na

N/A