

DISCUSSIONS ACROSS DIFFERENCES

The
Courage
To Evolve and Grow



Objectives

- Begin new dialogues on issues facing our co-workers and our community
- Learn about personal stories of courage (*as we listen to Nick's and Claire's stories and others' sharing within their debrief discussions*) and lead from where you are
- Support Ameren's efforts to build a more inclusive community

Discussion Question 1

What were some of the messages you heard in the video related to courage and evolving?

Discussion Question 2

As a veteran, Nick faced many challenges during his transition from active duty to civilian life. Consider your personal approach to change.

How do you respond when adapting to change? How can we provide support to others (at your organization or in your community)?

Discussion Question 3

PTSD involves a collection of symptoms that develop in people who have experienced or witnessed a life-threatening trauma such as combat or a serious incident. Nick talked about some stigmas that he believes surrounds PTSD, such as the over dramatization in films of people with PTSD.

What are some ways we can increase awareness to reduce inaccuracies about PTSD?

Discussion Question 4

Diversity Equity and Inclusion played a significant role in Nick's life and military experience, stating "*the best ideas coming from all walks of life*" which he got to benefit from there.

When have you seen benefits coming from ideas based on very different experiences than yours (at your organization or in your community?)

Discussion Question 5

Claire talked about the importance of *empathetic listening*. At its core, empathetic listening is about connection. It's taking in what another person is saying (or not saying) with the intent to understand and relate to them on a human level, putting a special emphasis on understanding the other person's emotional experience.

What are some positive outcomes of practicing empathetic listening?

Discussion Question 6

Claire said that "*everyone has a hard story*" and that she is sharing her story in hopes that it may help someone else.

When have you shared a hard story that helped someone else?
What impact did it have on the other person and how did they respond?

Objectives Recap

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Thank you for participating!

