

Working Together

When Values Differ

Goals for Conversations:

- Working toward understanding, not changing someone's opinion, is the objective (as a Leader, remain curious – seek to understand (LEAD Self/Engage Others))
- Acknowledge that individuals' concerns (both about receiving vaccine and about being around individuals who have not received vaccine) are often linked to deeply held values (validate and repeat their concerns)
- Acknowledge that there can be differences of opinions regarding the vaccine policy; disagreement doesn't necessarily mean that the policy should be changed
- Recognize conflict between values is complex and that it is often necessary to balance a range of relevant values
- Recognize that teams still need to work together now and after COVID subsides – identify key shared values and goals

Conversation Starters:

There are a lot of conversations happening around the new vaccination policy; it is important that we have an open, respectful discussion as a team...

- What are you hearing about the vaccination policy?
- What worries you about the vaccination policy?
- Reflecting on changes that have happened because of COVID, what do you feel are the most challenging?
- Can you think of other times when we've worked through significant disagreement as a team? What have we learned from those experiences that we can apply to disagreement about the vaccine policy?
- What is important to us about the work that we do together as a team here at Nova Scotia Health?
- How do concerns about vaccination show up on the team – what behaviors do we see? What feelings have you felt?
- What strategies can you think of to help manage some of the concerns that are coming up around vaccination?

Resources:

- The Argument Podcast November 24, 2021 – ["How to find common ground with your most problematic family members"](#) (Click on link at right for Apple or Google podcasts above the paywall)
- Courageous Conversations – [Resource Guide for Leaders](#)
- [Leadership Notes](#)
- Dalhousie [Difficult Conversations](#) video