RECOGNIZE IT (Self-Regulate)
Assess the External:
- What is the trigger?
- Am I unsafe or am I uncomfortable?

Assess the Internal:
- How does your body react?
- How do you feel? (Identify your emotions)
- What thoughts and beliefs do you have?
- How will you regulate yourself in preparation for the interrupt?

Decide: Is this the right time to interrupt?
INTERRUPT IT (Dig Deeper)

Compassionate Dialogue Approaches
- Connect with Empathy
- Acknowledge the Speaker
- Invite a Dialogue
- Address the Behavior

Compassionate Dialogue Strategies
1. Clarify the Meaning:
   - “Tell me more about that. I want to understand.”
   - “What does that mean to you?”
   - “Could you say more about what you mean by that?”
   - “How have you come to think that?”
   - “I heard you say ____________(paraphrase their comments). Is that correct?”

2. Understand the Intent:
   - “What has been your experience with ____________?”
   - “It sounds like you’re really frustrated/nervous/angry…What is causing that reaction?”
   - “Why is that funny?”
   - “What are you trying to say/ask?”

3. Address the Impact:
   - “What you said felt ____________to me and I’d like to talk about it.”
   - “I need us to pause for a moment…”
   - “How do you think that comment would make someone feel?”
   - “How would you feel if someone said that to you?”

4. Offer Another Perspective:
   - “I’ve had a different experience with ____________.”
   - “I have a different perspective on ____________.”
   - “I noticed that you ____________. I used to do/say that too, and I learned ____________."
   - “Actually, that is a stereotype…”

REPAIR IT (Stay Engaged)

Intrapersonally:
- Learn: How will you keep learning and challenging your preconceptions?

Interpersonally:
- Connect: Re-engage after a conflict or difficult conversation to see if there’s a way to move forward that respects everyone involved or if other support is needed to resolve the situation. Here are some starter stems for re-engaging:
  - “I’ve been thinking about our interaction and would like a fresh start…”
  - “I’d like to continue our conversation…”
  - “Thank you for having that conversation with me. What are some solutions we can use to prevent this issue in the future?”
  - “We are starting to restate what we’ve already said. I think it would be helpful to have someone help mediate our conversation.”

Organizationally:
- Create Accountability: How will you clarify expectations or set healthy boundaries moving forward? How will you take responsibility for your actions? What policies or procedures can support you?