

THE RIR PROTOCOL – COMPASSIONATE DIALOGUE GUIDESHEET



RECOGNIZE IT (Self-Regulate)

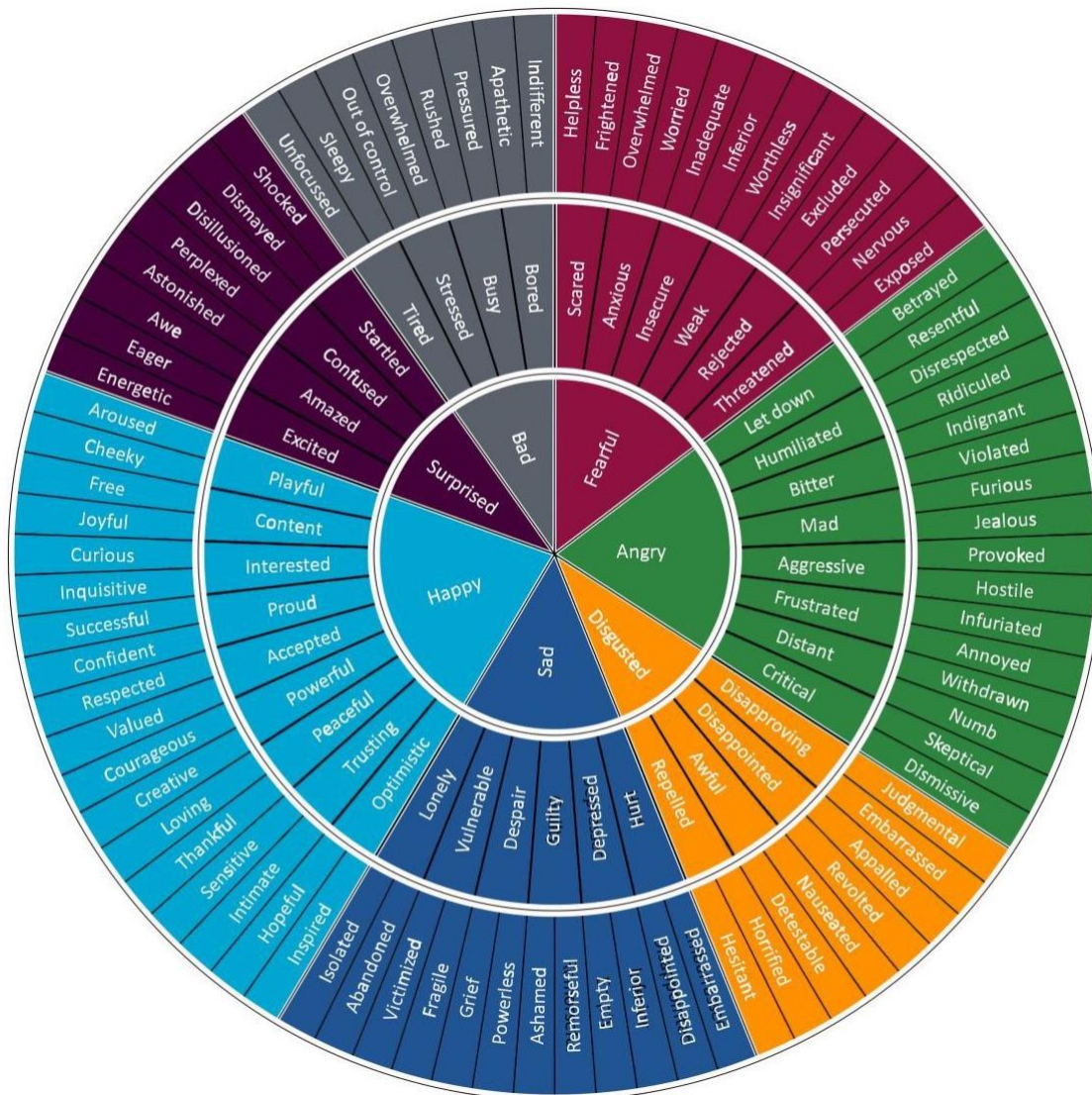
Assess the External:

- 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?



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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?