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## **Reflective Dialogues Support Transition Back to Workplace**

**UPDATE**  
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*Custom strategies and programs to support how we live, work and interact*

The pandemic has forced businesses and organizations to adapt to a variety of new protocols. Many of us have had to shift from onsite operations to remote services. For some this ordeal presented an opportunity to reimagine how work gets done. Most significantly, even for those who were able to resume business close to the old normal, we all know we are forever changed.

It is a different world, with different responsibilities and pressures. Understandably, developing ways to recalibrate in this shifting landscape requires a team effort. However, given the magnitude of that task, many managers feel ill-equipped to address a certain elephant in the room—the emotional impacts on both personal and professional lives.

A useful tool to meet that challenge is Reflective Dialogue. Communications expert Dr. David Voelker describes it as, “a special kind of discussion that can be used strategically to build community, expand the capacity for listening, and cultivate individual reflection.”

Reflective Dialogue provides a compassionate opening to acknowledge the historical weight of the pandemic, and use that awareness to build mutual strength, insight and caring for the future.

Designed as stand-alone sessions, a series of three to five facilitated sessions can generate a procession of topics designed to construct a network of support. By creating a safe space to talk about what people have gone through and continue to endure, participants are better able to navigate waves of change and cope with pressures both outside and within the workplace.

### **Participants in Reflective Dialogue**

- Connect by sharing moments that have tested them.
- Discover qualities strengthened through tough times.
- Identify individual go-to tools to move forward.
- Build empathy and more comfort discussing emotions and needs.
- Develop personal and professional support networks.
- Strengthen resilience for the future.

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