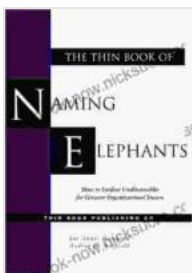


The Thin Line of Naming Elephants: How to Surface Undiscussables for Greater Understanding and Collaboration

In any organization, there are certain topics that are considered "undiscussable." These topics may be taboo, controversial, or simply too difficult to talk about. However, these topics often have a significant impact on the organization's culture, productivity, and success.

If you want to create a more open and collaborative workplace, it's important to be able to surface these undiscussables and talk about them in a productive way. This can be a difficult task, but it's one of the most important things you can do to improve your organization's culture and performance.

In this article, we'll explore the thin line of naming elephants. We'll discuss the challenges of surfacing undiscussables, and we'll provide some tips for ng so in a productive way.



The Thin Book of Naming Elephants; How to Surface Undiscussables for Greater Organizational Success

by Sue Annis Hammond

★★★★☆ 4.5 out of 5

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File size : 204 KB
Text-to-Speech : Enabled
Screen Reader : Supported
Enhanced typesetting : Enabled
Word Wise : Enabled
Print length : 120 pages
Lending : Enabled



There are a number of challenges associated with surfacing undiscussables. Some of the most common challenges include:

- **Fear of conflict.** People may be afraid to speak up about undiscussables because they don't want to create conflict.
- **Fear of judgment.** People may be afraid of being judged or criticized if they speak up about undiscussables.
- **Lack of trust.** People may not feel comfortable speaking up about undiscussables if they don't trust the people they're talking to.
- **Cultural norms.** In some cultures, it's simply not considered appropriate to talk about certain topics.

Despite the challenges, it's important to be able to surface undiscussables if you want to create a more open and collaborative workplace. Here are a few tips for ng so in a productive way:

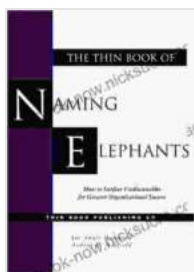
- **Start with a safe space.** Create a space where people feel comfortable speaking up without fear of judgment or criticism. This could be a closed-door meeting, a team retreat, or even a casual conversation over coffee.
- **Use neutral language.** When talking about undiscussables, it's important to use neutral language that doesn't assign blame or judgment. This will help to create a more open and constructive dialogue.

- **Focus on the facts.** When discussing undiscussables, it's important to focus on the facts and avoid speculation or hearsay. This will help to keep the conversation productive and focused.
- **Be open to different perspectives.** When discussing undiscussables, it's important to be open to different perspectives. This doesn't mean that you have to agree with everyone, but it does mean that you should be willing to listen to what others have to say.
- **Don't be afraid to ask for help.** If you're struggling to surface undiscussables on your own, don't be afraid to ask for help from a facilitator or coach. A facilitator can help to guide the conversation and ensure that everyone has a chance to speak up.

Surfacing undiscussables can have a number of benefits for your organization, including:

- **Increased transparency and trust.** When people are able to talk openly about undiscussables, it creates a more transparent and trusting environment.
- **Improved communication and collaboration.** When people are able to talk about undiscussables, it can improve communication and collaboration across the organization.
- **Greater innovation and creativity.** When people are able to think more openly and creatively, it can lead to greater innovation and creativity.
- **Increased employee engagement and satisfaction.** When people feel like they can be open and honest about their concerns, it can increase their engagement and satisfaction with their work.

Surfacing undiscussables can be a difficult task, but it's one of the most important things you can do to improve your organization's culture and performance. By following the tips in this article, you can create a more open and collaborative workplace where people feel comfortable speaking up about difficult topics.



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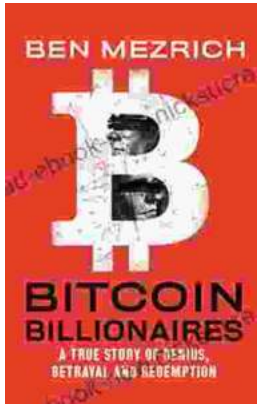
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