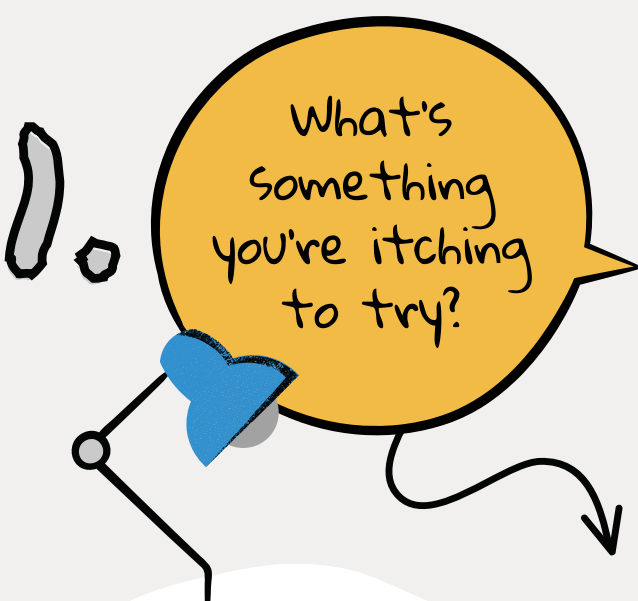


* Trust Building: * A Conversation Guide

Organizations are recognizing the need to further support their Black employees, however, even the most genuine efforts can be stalled by a lack of trust. The following conversation guide can help you kickstart a productive conversation with your Black employees about their wellness and success on your team.



62% of Black workers feel their contributions are not sufficiently rewarded at work (as compared to 49% of White workers).* While high potential White workers are often given stretch assignments with the opportunity to "fail forward," Black employees often feel they are not afforded the same opportunities. Ask this question to help [kickstart career progression conversations](#).

Only 50% of Black workers feel there are equal opportunities to succeed at work (as opposed to 67% of White workers).* Asking this question can help [highlight professional roadblocks](#) that are preventing success at the next level.

2.



3.

What is one thing I could do right now to make work better for you, culturally?

While 82% of White workers feel there is mutual trust and respect between employees, only 55% of Black workers feel the same.* As a leader, positive culture behaviors need to be modeled from the top-down. Asking this question can help [highlight personal and cultural roadblocks](#) that are preventing psychological safety.

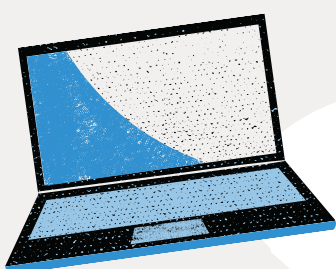


Only 60% of Black workers feel like they can openly share about themselves at work, and 64% feel they are actively encouraged to be themselves at work (as compared to 79% and 81% of White workers, respectfully).* Asking this question can help [open the door for your employees to bring their whole, authentic selves](#) to work.

4.

If you really knew me, you'd know _____.

Ready?



Use this infographic as a guide to kickstart healthy conversations that foster trust with your employees.

