



Personal Dissent Self-Assessment

Score yourself from 1 to 4 on the following statements

1= Not at all 2=Sort of 3=Mostly 4=Definitely!	Score
I am willing to be patient so that more voices can contribute to the discussion, even if I think the best way forward is clear.	
I consider the potential value of my dissent <i>before</i> I weigh the risks to my career.	
When I disagree with others at work or in a professional arena, it's because I truly care about the work I do and want to do it as well as possible.	
When I have a different opinion from everyone else, I tend to share it even if I don't think it will make a huge difference on the outcome.	
I say things that feel important to me, even if it causes group discomfort.	
If a team I'm on makes a group decision that I have spoken out against, I feel satisfied that I have been heard and continue to contribute to the team.	
If I over hear a comment I find racist, I'll say something, even if the person who said it is someone I'll probably never see again for the rest of my life.	
When I disagree with the majority opinion, I try to add perspective in a way that seeks to reconcile their position with mine.	
When my colleagues and I can't seem to come to an understanding on the best path forward, I focus on finding the core purpose that we have in common so that we have a foundation to build our dialogue on.	
When a colleague of color is not being given credit for an original idea, I make sure to reiterate to the group who the idea came from.	
Total	

Over 35 Points: Dissent is a strength for you. You do not shy away from it, and you do it in a way that improves your work while maintaining partnerships and peer relationships.

30-35 Points: You dissent, for sure. To be a more productive dissenter, you may need to be more comfortable with discomfort and maintain a focus on the purpose of your work. Or you may need to be more willing to relinquish some of the power you hold to others, for the greater good.

Under 30 Points: Uhoh, you may be a conflict avoider, even when what you have to say would be super valuable. Please, I'm begging you, find ways to share your opinions, we need them!