

When viewpoints collide: Topics ripe for discussion and debate

Leaders who suspect there may be conflicting views about some of these topics may not want to wait until those conflicts become real issues for their teams. Many of these work-related topics may be easier to debate than the second group of topics. But in many cases, people are longing to have a discussion in a safe space, especially if the topics are making news headlines.

Work-related

1. Goals and Priorities
2. Approaches to Risk
3. Quality vs. Speed
4. Communication Channels and Styles
5. Work-Life Balance Expectations
6. Decision-Making Processes
7. Conflict Resolution Styles
8. Cultural Norms and Values
9. Approach to Innovation vs. Stability
10. Allocation of Resources – budget, time, and personnel
11. Remote Work vs. In-Office Expectations
12. Career Development, Growth Opportunities and Promotions
13. Performance Metrics
14. Accountability and Ownership
15. Ethical and Social Responsibility
16. Feedback and Performance Reviews
17. Handling of Mistakes and Failure
18. Technology Adoption
19. Compensation Transparency

Other potentially divisive topics that often touch on core values and beliefs and may spark intense discussions that leaders need to be ready for

1. Politics and Government
2. DEI
3. Religion and Spiritual Beliefs
4. Climate Change and Environmental Concerns
5. Public Health and Vaccinations
6. Social Justice and Equity
7. Gun Control and the Right to Bear Arms
8. Immigration Policies
9. Privacy and Surveillance
10. Animal Rights and Ethical Consumption
11. Income Inequality and Wealth Distribution
12. Abortion and Reproductive Rights