

With Yourself

Exercise 3: Reflect on Examples of What Matters to You

Ask Yourself: What are examples of respect in the workplace that do or do not matter to you? Try to come up with examples that weren't already provided in this book. After identifying the examples, you can try to connect them to the FoR they represent. **Below is an example:**

What Matters to You to GIVE	Examples of respect	They represent these FoRs (optional)
Must-give: You will do this even if the recipient doesn't care to get respect in this way.	Let someone know if I'm going to be late for a meeting.	<i>Punctuality</i>
	Not bothering my coworker with busy work since I know they just came back from family leave.	<i>Consideration</i>
Could-give: You do this only to accommodate others who care, as it's not a priority for you.	Sharing the history of a project when someone joins my team.	<i>Information</i>
	Following documentation on how to do something.	<i>Procedure</i>
Won't-give: You find these actions/behaviors disrespectful to do.	Not having my headphones in when I'm having an in-person conversation with someone.	<i>Attention</i>
	Directly addressing a problem during a team meeting.	<i>Candor</i>

Exercise 3: Reflect on Examples of What Matters to You Continued

What Matters to You to GET	Examples of respect	They represent these FoRs (optional)
Must-get: You feel negative emotional and/or physical discomfort when you don't get this.	Being acknowledged when I help my boss create a presentation.	<i>Acknowledgement</i>
	Receiving unsolicited feedback from a colleague on a presentation.	<i>Candor</i>
Could-get: You feel neutral and indifferent when people give you respect in this way.	Having someone surprise me with an act of kindness.	<i>Consideration</i>
	Being told all the personal reasons why someone couldn't finish their task on time.	<i>Information</i>
Won't-get: You don't like to get this because you don't think it's respectful and might even find it disrespectful.	Being given strong eye contact.	<i>Attention</i>
	Being reminded of you when you're running behind schedule.	<i>Candor</i>



Ask Yourself

- What life experiences influenced how you think about each examples?
- Would giving or getting a particular action feel different if it was from someone with more power than you, less power than you, or about the same level of power in your workplace?

Exercise 3: Reflect on Examples of What Matters to You Continued

Fill out the table below with your own examples.

What Matters to You to GIVE	Examples of respect	They represent these FoRs (optional)
Must-give: You will do this even if the recipient doesn't care to get respect in this way.		
Could-give: You do this only to accommodate others who care, as it's not a priority for you.		
Won't-give: You find these actions/behaviors disrespectful to do.		

What Matters to You to GET	Examples of respect	They represent these FoRs (optional)
Must-get: You feel negative emotional and/or physical discomfort when you don't get this.		
Could-get: You feel neutral and indifferent when people give you respect in this way.		
Won't-get: You don't like to get this because you don't think it's respectful and might even find it disrespectful.		