

What if I have my own opinions about the election results? Do I voice these?

It is best to recognize that there may be a diversity of political preferences on your team, and Team Members may be concerned that if their opinions differ from yours as the manager, the work relationship may be impacted.

What if Team Members want to discuss the election or politics?

Instead of talking about the political candidates, focus on the values of TNG Retail Services and how people may feel the election might impact these values. State explicitly that all views are welcome, and yet political discussions in the workplace are potentially divisive and not helpful to your shared mission. Discourage discussions of the politics themselves and focus on fears relevant to work. There will likely be political discussions anyway; be prepared to intervene (below).

What if the discussions on my team become contentious?

As a leader, you have managed many difficult conversations. We can simultaneously stand up for the right to have a minority or unpopular opinion while at the same time making sure everyone is respected. In general, focus on the importance of listening and understanding, rather than persuading or defending. It is ok to set limits by explicitly saying that you are willing to have the group discuss a range of opinions as long as they are expressed respectfully. It is also important to let your team know that people can express how particular opinions make them feel.

If the discussion does become contentious or the conversation seems uncivil, you may need to intervene. Explicitly tell the group that the discussion does not seem productive. Leaders may be placed in the role of "referee" and may need to call out statements or actions that are out of bounds, not because of the point of view but rather because of how it is expressed. See the De-Escalation Handout for more info.

What if I feel uncomfortable about my co-workers having political conversations?

If removing yourself from the vicinity of the conversation is not possible, you should notify and seek guidance from your supervisor.



I'm overwhelmed and anxious about the state of the world and it is affecting every aspect of my life. What should I do?

Review the plethora of Crisis Mental Health Resources located on Inner Circle and/or www.TNGRetail.com/COVID for helpful mostly free resources for coping with stress and anxiety. Also, if you feel comfortable you may discuss your feeling of unease with your supervisor, especially if your job performance has suffered as a result.

How will I know if it is safe to show up for work?

