

**HEE,**

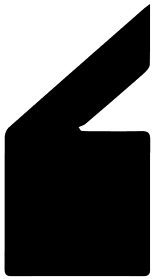
**BENJIJ  
OKÉ?**

**Hey, are you ok?**

**Conversation  
starters**

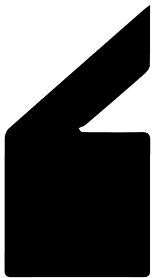


**What is  
'a safe work environment'?**

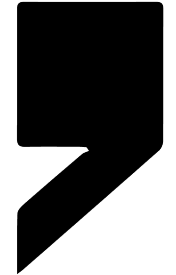




**Should you be able to share everything with a colleague?**

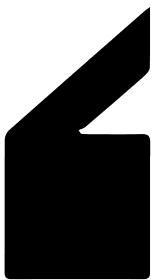


**HEE,  
BENJIJ  
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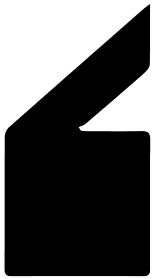
**Agree or disagree?**

**“When working in the infrastructure or construction sector, you should not be too sensitive about ‘funny’ comments”**



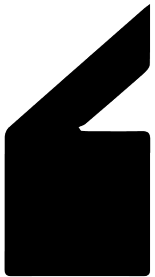


**Could you share a situation where you  
felt excluded?**

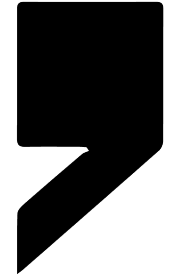




**What action can *you* take to make  
the workplace socially safe for  
everyone?**



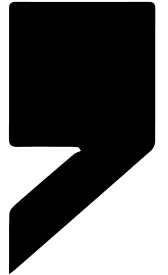
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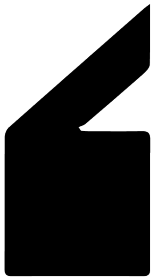
**What would you do if a colleague reached out to you, regarding a negative experience at work?**



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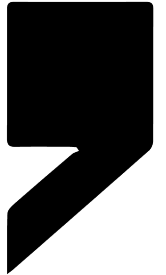
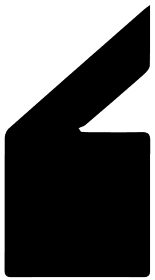
**Do you sometimes (unconsciously)  
adjust your behaviour, to avoid  
'not to fit in'**





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**Could you discuss about anything at  
work,  
without facing negative  
consequences?**

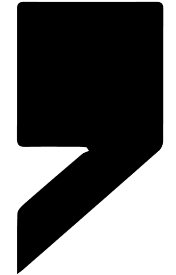




**What could we do to ensure everybody feels safe to express themselves freely?**

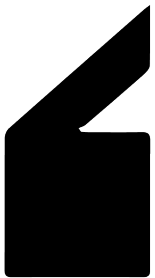


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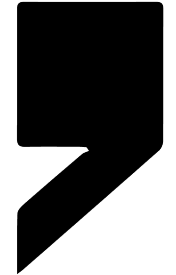


**Have you ever experienced or  
witnessed bullying at work?**

**Have you followed up?**

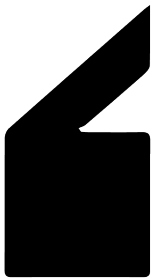


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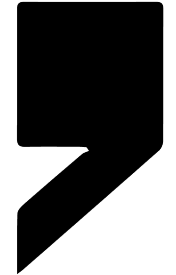


**Have you ever experienced or  
witnessed racism at work?**

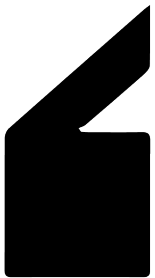
**How did you respond?**



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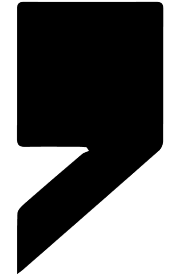


**Why is the construction and infrastructure sector considered a male dominated industry?**



**Do you agree?**

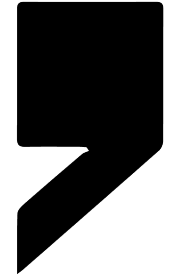
**HEE,  
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**Has anyone at work ever judged you  
based on how you look, without  
getting to know you?**

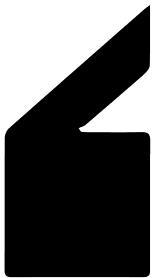


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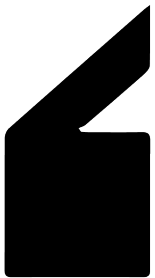
**Has anyone ever negatively  
commented about how you look?**

**How did that make you feel?**





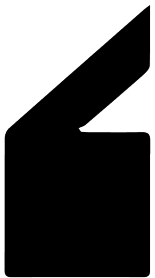
**Could everyone in your team bring  
their true self to work?**







**How could we provide better support to colleagues with a disability?**

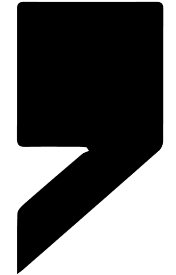




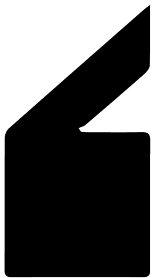
**Do you think LHBTIQ+ matters  
should be discussed at the  
workplace?**



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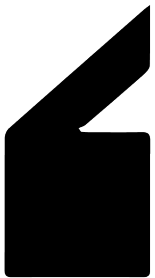


**What do you do when a colleague  
makes a hurtful comment regarding  
gay people (or LHBTIQ+)?**

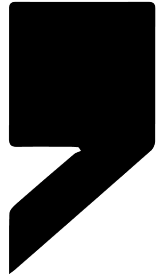




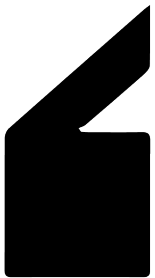
**Can you bring your true self to work  
- and never have to pretend?**



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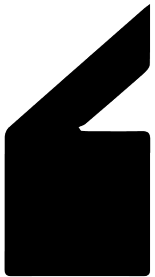


**Do you dare to share your opinion or  
provide suggestions within your  
team, without fearing negative  
responses?**

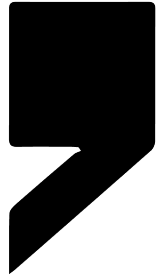




**Does every new colleague always  
receive a warm welcome?**



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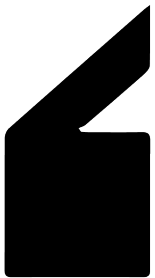


**Do you feel safe enough to speak up  
about a mistake you made, and  
discuss this with colleagues?**





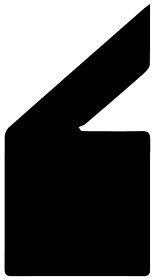
**What would prevent you from sharing your opinion with your supervisor?**



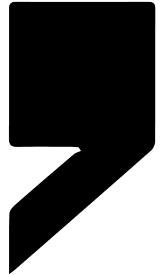




**Do you always look forward  
to going to work?**



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**Do you invite others to share their  
opinion, knowing their opinion might  
be different than yours?**

