

# Perspectives

## Content Summary

**Perspectives** consists of **8 Lessons & 4 Peer-to-Peer Conversations**.

Learners will complete each **Lesson** *individually*. Each lesson takes approximately 30 minutes to complete.

- We recommend completing 2 lessons per week for 4 weeks.

After every 2 lessons, learners will break into *pairs* and meet for a 45-minute **Peer-to-Peer Conversation**.

- This helps participants stay accountable, build social connection, and practice applying their skills.



Here are all the components of the program, from start-to-finish:

### Lesson 1: Explore the inner workings of the mind

#### Key concepts covered:

- Two types of thinking (Dual process theory)
  - Metaphor of the elephant (automatic, intuitive thinking) and the rider (controlled, conscious reasoning)
- Cognitive biases
  - Confirmation bias



### Lesson 2: Uncover the roots of our differences

#### Key concepts covered:

- Naïve realism
- Moral communities and their influence on our individual moral worldviews
- Moral Foundations Theory
  - The six "taste receptors" of morality



## Peer-to-Peer Discussion 1



- Participants will think about how to follow a norm of *treating each other with dignity and respect*
- They'll get to know each other with a quick icebreaker
- They'll each share about their personal values, guided by their answers from a self-reflection exercise in Lesson 2
- The pair will identify how their values overlap

## Lesson 3: Cultivate intellectual humility

### Key concepts covered:

- Intellectual humility and the value of acknowledging and learning from our mistakes
- Belief updating
- The theory of growth vs. fixed mindset, and how to cultivate a growth mindset
- Shifting from warrior mode to explorer mode



## Lesson 4: Welcome diverse perspectives

### Key concepts covered:

- The benefits of engaging with diverse perspectives
- Groupthink
- Exploring how and when to draw the line on difficult conversations
- Addressing learners' common concerns about engaging with diverse perspectives



## Peer-to-Peer Discussion 2



- Participants will follow a norm of *cultivating intellectual humility*
- They'll get to know each other more deeply
- They'll work together to think through various perspectives on a scenario involving a moral quandary
- They'll identify the moral foundations underlying each participant's viewpoint on the scenario

## Lesson 5: Explore other worldviews

### Key concepts covered:

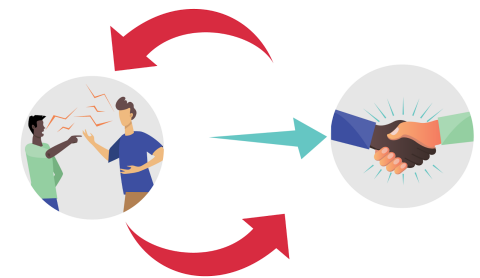
- The “Exhausted Majority”
- Explorer tactics:
  - Listen with strength
  - Decode people’s language
  - Dig beneath the surface with the Five W’s
  - Separate goals from strategies
  - Start by crossing short bridges



## Lesson 6: Challenge the culture of contempt

### Key concepts covered:

- Culture of contempt
- Embracing clumsy conversations:
  - Forgiving mistakes
  - Listening with strength
  - Withholding immediate judgment
- Navigating online conversations



## Peer-to-Peer Discussion 3



- Participants will follow a norm of *allowing for clumsy conversations and forgiving mistakes*
- Each partner will share their view on a particular issue that was influenced by their life experiences
- Participants will practice digging deeper to understand why their partner believes what they believe
- They'll identify the moral foundations underlying each partner's viewpoint on the scenario

## Lesson 7: Manage emotions in difficult conversations

### Key concepts covered:

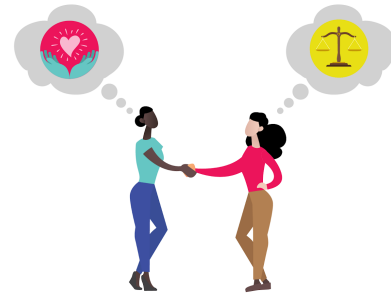
- Thoughts, feelings, action, cycle
- Identifying and reframing automatic thoughts
- Mental traps (cognitive distortions):
  - Jumping to conclusions
  - All-or-nothing thinking
  - Labeling



## Lesson 8: Master difficult conversations

### Key concepts covered:

- Skills for constructive disagreement
  - Setting conversational goals
  - Listening to the other person's elephant
  - Speaking to the other person's elephant
- Troubleshooting difficult conversations



## Peer-to-Peer Discussion 4



- Participants will follow a norm of *managing their emotions*
- They'll discuss a topic where they hold opposing viewpoints
- They'll dig deeper into each other's views, before proceeding with an open-ended conversation
- They'll identify what difference in values might underpin their difference in opinions