

Live Virtual Workshop | Thrive in Uncertainty Chat Transcript 04FEB21

- 11:58:46 From Julie Crabtree (she/her) to Everyone: Julie Crabtree- in Ottawa, ON Canada
- 11:58:50 From Alison Maxwell to Everyone: Hi I'm Alison from Stamford, rural UK
- 11:58:55 From Don Gray to Everyone: Don Gray - Mountains of Western North Carolina, USA
- 11:58:56 From Mary Texer to Everyone: Mary Texer in snowy St. Paul, MN
- 11:58:57 From Amber Peterson to Everyone: Amber - near St Paul, MN, USA
- 11:59:02 From Kai Enno Lehmann to Everyone: Hi. Kai, in São Paulo/Brazil
- 11:59:10 From HOFFIE Conradie to Everyone: HOFFIE from near Cape Town in South Africa
- 11:59:21 From Kate Webster to Everyone: Kate in Guelph, ON Canada
- 11:59:50 From EmilyBrite to Everyone: Hello everyone! My first time here. I saw the just in case video and am in love with the idea of predicting the future! I am Emily, working in OD for Local Government in Kirklees, United Kingdom. But I am from Breckinridge County Kentucky.
- 12:00:21 From Stewart Mennin to Everyone: Stewart Mennin, Sao Paulo, Brazil
- 12:01:02 From sue davis to Everyone: sue - Vancouver, BC
- 12:01:02 From klaus miserra to Everyone: Klaus - in Dubai
- 12:01:03 From Steve Trivett to Everyone: Steve from the UK
- 12:01:04 From Mary Nations to Everyone: Mary Nations, in Raleigh, N Carolina, producing today
- 12:01:06 From Rich Ann to Everyone: Washington, DC
- 12:01:08 From Jayne Fleener to Everyone: Jayne Fleener, Raleigh, NC
- 12:01:17 From Angela Koerner to Everyone: Angela Koerner - Houston, TX
- 12:01:18 From Margaret Hargreaves to Everyone: Meg Hargreaves from Michigan
- 12:01:18 From Emma Pearson to Everyone: Emma in France - half way down on the East side - near Geneva, Swiss border
- 12:01:23 From Leah Mctaggart to Everyone: Hi everyone - Leah here, in London
- 12:01:24 From Mary Nations to Everyone: Hey Jayne in Raleigh!
- 12:01:27 From Nicole Scherer to Everyone: Nicole in New York

12:01:28 From Charles Lee to Everyone: Hello Everyone! Charles Lee, Vancouver, British Columbia

12:01:32 From michele to Everyone: Hi all! Michele Simon, St Paul, MN

12:01:33 From Janice Jaguszewski to Everyone: Janice from Minneapolis, MN

12:01:38 From Royce Holladay (she/her) to Everyone: Welcome from snowy, cold (and getting colder) Circle Pines, MN US

12:01:47 From Bridget Kelly to Everyone: Hello! Bridget in Port Townsend. Washington

12:01:54 From Antonella Pagliarani to Everyone: Antonella from Milan, Italy

12:02:14 From Jen Berg to Everyone: Hello from Portland, OR!

12:02:17 From Miriam to Everyone: Miriam in Lake Elsinore CA

12:02:41 From Mollie Marti to Everyone: Hello Everyone! Liz in snowy Cottage Grove, MMN

12:02:50 From Carol Wickstrom to Everyone: Hi, all! Leslie in Denton, TX USA

12:02:51 From Mollie Marti to Everyone: *MN

12:03:00 From LarouchF to Everyone: Hello everyone! France from Ottawa, Canada

12:03:06 From EmilyBrite to Everyone: haha

12:03:11 From barriemcclune to Everyone: Hello all! Barrie from Oakland, California.

12:03:22 From Amber Peterson to Everyone: Thankful for those roots!

12:03:27 From Kate Webster to Everyone: Oh, I thought you meant the cliff, full of rough bits and plunging to the water at the same time as reaching to the sun!:)

12:03:30 From Wally - He/Him/His to Everyone: Hi, everyone. Am Wally from NJ.

12:03:33 From April Schnell to Everyone: Hello everyone! I'm April from Shoreview Minnesota

12:03:44 From Laura Williams to Everyone: Hi all! Laura from rural ND right now

12:03:54 From Amber Peterson to Everyone: It's interesting Kate how we each see something a little different in a picture

12:04:01 From Tamela Handie to Everyone: Hello from Kansas City, Missouri.

12:12:14 From Kate Webster to Everyone: I love the idea that my greatest friend can be a question!

12:12:31 From Bridget Kelly to Everyone: +1 Kate, love that!

12:12:41 From Amber Peterson to Everyone: Ditto!

12:13:02 From Jen Berg to Everyone: Adding my +1 to Kate's comment!

12:13:40 From Marie Murtagh to Everyone: Morning, y'all... Marie here in Pleasant Hill, CA.

12:13:47 From Kate Webster to Everyone: Turn the disagreement about what might be into the possibility for learning... can I get my teenaged boys to do this at the dinner table?? ;)

12:13:48 From Marie Murtagh to Everyone: +1 @kate!

12:13:57 From Marie Murtagh to Everyone: lol

12:14:17 From Mary Nations to Everyone: I am sure you can, Kate. withhold food!

12:14:22 From Royce Holladay (she/her) to Everyone: Kate, if you can figure that out, bottle it and sell it!

12:14:29 From Marie Murtagh to Everyone: internal and external feedback loop must be quick

12:14:30 From Kate Webster to Everyone: HA! Will do

12:15:18 From Kate Webster to Everyone: The inquiry sessions have been the most helpful tool in helping me speed up that feedback loop

12:15:30 From Laura Williams to Everyone: Perhaps noticing when i bump up against judgment, disagreement, defensiveness, and assumptions it signals a juicy point of tension that might yield quick fruit (if not fit for function) if I move into curiosity.

12:16:05 From Emma Pearson to Everyone: I think I use a version of W SW NW in my daily resilience practice - asking me the question, "does this bring me closer to peace, or does it bring me greater stress?" And take my cue from that.

12:16:06 From Kate Webster to Everyone: +1 Laura

12:16:20 From Kate Webster to Everyone: Emma - nice!

12:16:23 From Janice Jaguszewski to Everyone: When I feel frustrated, think, "how fascinating"

12:16:27 From Tamela Handie to Everyone: I've been using the simple rules more than I realized in my personal journey.

12:16:36 From EmilyBrite to Everyone: we grow when we question whether what was was really the very best of what could be

12:16:50 From Mollie Marti to Everyone: @Janice - yes, "how fascinating" is a favorite of mine, too.

12:16:52 From Marie Murtagh to Everyone: +1 @tam - especially right now

12:17:19 From Leslie Patterson to Everyone: Emma—Thanks for that example—closer or further from the pattern I want to create/be.

12:17:39 From Charles Lee to Everyone: Stretch & Fold, and Finite-Infinite Games have been useful tools for my well-being in uncertain and complex environments

12:18:31 From Royce Holladay (she/her) to Everyone: +1 Emma...Just knowing that in any moment I have that choice is so helpful Not that I always stop to choose, but knowing it's an opportunity.

12:18:49 From Kate Webster to Everyone: @Royce - yes!

12:18:58 From Royce Holladay (she/her) to Everyone: Aren't they great tools, @Charles Lee?

12:19:02 From Alison Maxwell to Everyone: Noticing which 'ears' I am listening from helps me - judgement/ criticism, fear, curiosity or love? Then making a choice about what serves me....

12:19:42 From Tamela Handie to Everyone: Strength or stress? I'm going to start using that as my barometer of choices.

12:19:51 From Royce Holladay (she/her) to Everyone: +1 @Allison..Love that "ears"!

12:20:33 From Charles Lee to Everyone: They are, @Royce. All of HSD!

12:20:37 From Don Gray to Everyone: He who has health has hope. He who has hope has everything. - Sufi saying

12:20:39 From Kate Webster to Everyone: possibilities=hope

12:21:09 From Rachel Brooks (she/hers) to Everyone: Getting unstuck is definitely a hopeful feeling

12:21:09 From Royce Holladay (she/her) to Everyone: Hope is a pattern of thinking, acting, being, observing...

12:21:29 From Laura Williams to Everyone: Yes, Kate and Rachel.

12:21:38 From Amber Peterson to Everyone: +1 Royce!! Hope - it's something we can physically enact

12:22:02 From Marie Murtagh to Everyone: to me adaptive action is a tool for facilitating the virtuous cycle up

- 12:22:02 From Janice Jaguszewski to Everyone: @Royce — love “hope is a pattern of thinking”
- 12:22:57 From Kate Webster to Everyone: I remember hearing a Masai teacher saying that trust is hope in action, and I love that... feeling that there is something to do to put it in action...
- 12:23:18 From Royce Holladay (she/her) to Everyone: +1 Kate
- 12:23:22 From Jen Berg to Everyone: Kate that’s incredible.
- 12:23:40 From Mollie Marti to Everyone: When I’m yearning for hope I ask myself, “how far out do I need to Zoom in order to feel spaciousness and not constraint?” I let myself zoom out to the cosmos if needed!
- 12:23:43 From Amber Peterson to Everyone: +1 Kate, I’m thinking of how that applies to our public safety groups with their communities
- 12:23:50 From Jayne Fleener to Everyone: Hope, according to Freire, is a form of emancipation and conscientization.
- 12:23:52 From Mary Nations to Everyone: I needed to hear that in a teen context, Kate!
- 12:24:11 From Laura Williams to Everyone: Nice Jayne.
- 12:24:38 From Amber Peterson to Everyone: Love that Mollie
- 12:24:57 From Marie Murtagh to Everyone: i would love to share but i have some one talking in my background. i will say that adaptive action as a way of living keeps me out of irrelevant stories i tell myself or that others may tell and increases my autonomy
- 12:25:17 From Mary Nations to Everyone: I must look that up, Jayne, thanks
- 12:25:36 From Laura Williams to Everyone: I wonder how courage and hope might relate...when we face difficult stuff or stuck stuff...I think these tools give understanding and confidence which can lead to courage to act...that seems part of hope as well...
- 12:25:50 From Marie Murtagh to Everyone: +1 laura
- 12:26:35 From Amber Peterson to Everyone: Laura, is courage the next step after hope?
- 12:26:45 From Jayne Fleener to Everyone: Harmony is such a nice work. In music, harmony lends depths and substance to a piece.
- 12:27:00 From Leslie Patterson to Everyone: Thanks, Marie — Connecting your comment to Mollie’s — Zooming out and looking for next wise actions does help me see what is relevant . . .

12:27:23 From Laura Williams to Everyone: Ah...good question, Amber...

12:27:29 From Kate Webster to Everyone: Laura & Amber .. or is courage the fuel that allows you to take that next step?

12:27:39 From Amber Peterson to Everyone: Kate, yes!

12:27:55 From Marie Murtagh to Everyone: courage is before hope on the map of consciousness @kate

12:28:02 From Kate Webster to Everyone: And I would agree that having these "solid" tools behind you can help shore up that courage...

12:28:11 From Marie Murtagh to Everyone: sorry, @amber

12:28:24 From Amber Peterson to Everyone: Thanks @Marie! No need to be sorry:)

12:28:36 From Laura Williams to Everyone: Maybe it's both—I know that when it came up for me a moment ago-I was thinking that the seeing and understanding through these tools give me some courage enough to risk acting and risk hoping...but maybe it's all entangled and different at diff times?

12:28:51 From Amber Peterson to Everyone: Just musing and wondering... I'm going to visit the map of consciousness, it has sparked my curiosity

12:28:55 From Kate Webster to Everyone: Marie... interesting... there is a map of consciousness?

12:29:17 From Marie Murtagh to Everyone: for sure... having on i'll post a link

12:29:18 From Laura Williams to Everyone: +1 Kate...LOL...I was not conscious of that...

12:29:30 From Amber Peterson to Everyone: @Laura, YES entangled right?

12:29:35 From Barrie McClune to Everyone: Love thinking of marriage through the metaphor of music: the importance of dissonance in moving harmony forward.

12:29:39 From Jayne Fleener to Everyone: Even the picture you use shows this space between the two hands where there is light. Nice metaphor.

12:29:45 From Royce Holladay (she/her) to Everyone: @Laura—perhaps hope/curiosity have a nonlinear relationship?

12:30:01 From Kate Webster to Everyone: Does the map of consciousness come with that nice lady whose voice lives in my GPS?

12:30:17 From Kate Webster to Everyone: Have to jump to another meeting.... Will catch up on the recording...

12:30:24 From Laura Williams to Everyone: LOL...nice Kate. Bye!!

12:30:26 From Royce Holladay (she/her) to Everyone: Thanks, Kate.

12:30:28 From Amber Peterson to Everyone: @Kate, hahaha yes please!

12:30:45 From Tamela Handie to Everyone: I've developed a harmonious relationship with my Dad who is very opinionated. I can be in harmony with him and not agree with everything or demonstrate my beliefs as strongly as he does and it's ok.

12:31:01 From Royce Holladay (she/her) to Everyone: @Jayne...love that observation about the harmony image.

12:31:03 From Laura Williams to Everyone: @Royce—yes, likely. Where do you see courage fitting in?

12:31:11 From Amber Peterson to Everyone: @Tamela, what a beautiful relationship

12:31:40 From Mary Nations to Everyone: I get that Tamela - can dial down the dissonance so it doesn't overwhelm the harmony

12:31:41 From Jen Berg to Everyone: @Tamela I'm in active practice to step into that harmony with my mom... your comment inspires me... thank you.

12:31:55 From Tamela Handie to Everyone: Thank you @Amber! I'm so grateful for it!

12:32:35 From Tamela Handie to Everyone: Yes, that's exactly what it is Mary.

12:32:39 From Royce Holladay (she/her) to Everyone: One of the connections that is a part of that nonlinear relationship...It's that complex adaptive system that we are in group and individual humanity.

12:32:46 From Royce Holladay (she/her) to Everyone: How I see it anyway

12:32:48 From Laura Williams to Everyone: This is so helpful—explaining a few months of work with a team in my faith community. Thanks!

12:33:03 From Janice Jaguszewski to Everyone: @Tamela - That is so familiar to me. My dad has become more dependent as he ages, and our relationship has changed. I cannot believe how much we both have changed our approach to our relationship.

12:33:08 From Tamela Handie to Everyone: It's definitely possible Jen! I hope that you get to experience it.

12:33:35 From Donna Bivens to Everyone: So interesting you should write that, Tamela. My father was like that and my mother was just the opposite, she just flowed and held her space. I think I'm somewhere in between!

- 12:33:40 From Marie Murtagh to Everyone: i'm curious about how the floor sets the ceiling in a relationship
- 12:34:10 From Amber Peterson to Everyone: @Marie - love it!!
- 12:34:17 From Tamela Handie to Everyone: That's really great @Janice! I hope that it's changed for the better. It's amazing how our approach can make all of the difference. I've found that I can say some things to my Dad that no one else can say.
- 12:37:27 From Margaret Hargreaves to Everyone: Relationships can be seen as "soft" ephemeral" as a cloud and so not real. But the blizzard that is moving through the Midwest show that they are real and powerful and impactful, and dynamic.
- 12:37:35 From Marie Murtagh to Everyone: so true, @glenda - so many - and HSD feels like one of the greatest, most encompassing teaching and tools for the world we live in
- 12:37:38 From Janice Jaguszewski to Everyone: How important you are to your dad, @Tamela
- 12:38:47 From Marie Murtagh to Everyone: +1 glenda
- 12:38:57 From Leslie Patterson to Everyone: Meg — Thanks for that insight. It's all matter, and it all matters.:-)
- 12:39:13 From Tamela Handie to Everyone: I love how the universe works. I wrote a post an hour ago on Instagram about Collaboration.
- 12:39:16 From Laura Williams to Everyone: Yes, Meg. I've heard someone say— Relationships are really all there is.
- 12:39:27 From Laura Williams to Everyone: Nice Tamela!!!
- 12:39:58 From Marie Murtagh to Everyone: great metaphor, @meg
- 12:40:33 From Marie Murtagh to Everyone: and, i agree wholeheartedly
- 12:40:53 From Jayne Fleener to Everyone: Isn't there a role for bringing energy to the system?
- 12:41:10 From Marie Murtagh to Everyone: say more, @jayne?
- 12:41:40 From Jayne Fleener to Everyone: Some of that energy may be in the form of perturbation. I'm thinking in my own leadership role, I can't just "support" collaboration.
- 12:41:42 From Royce Holladay (she/her) to Everyone: Jayne, I like that question...it triggered me to think about how inquiry, for instance, can bring in new energy into system...what do you think?

12:41:44 From Leslie Patterson to Everyone: Great question, Jayne! G, want to address that?

12:42:15 From Jayne Fleener to Everyone: I'm thinking of CAS - and the important role of perturbation for transformation

12:42:16 From Marie Murtagh to Everyone: i think inquiry relaxes and unsticks energy

12:42:24 From Leslie Patterson to Everyone: Thanks, Royce.... Inquiry and energy . . .

12:42:25 From EmilyBrite to Everyone: thinking about symbols and the use of the rainbow by different communities

12:43:09 From Royce Holladay (she/her) to Everyone: Interesting...bringing new energy to the agents can help shift their interactions—which can shift/transform the patterns...I am thinking how that might also apply to community...and belonging.

12:43:25 From Amber Peterson to Everyone: +1 Royce

12:43:41 From Royce Holladay (she/her) to Everyone: +1 Emily, I like that consideration across communities.

12:44:50 From Amber Peterson to Everyone: More homogeneity inside institutions... more difference in communities...

12:45:14 From EmilyBrite to Everyone: perhaps more agency and passion in communities

12:45:32 From Amber Peterson to Everyone: @Emily, definitely

12:46:17 From Jayne Fleener to Everyone: @ Royce - YES! Perturbation is not a negative, control, prodding thing but energy.

12:46:25 From Marie Murtagh to Everyone: here here @glenda

12:46:45 From Marie Murtagh to Everyone: they're all their own systems and nested systems too

12:46:51 From Curdina Hill to Everyone: community offer my possibility for growth and new possibility

12:47:34 From Curdina Hill to Everyone: new pathways for change

12:47:40 From Amber Peterson to Everyone: +1 Curdina!

12:47:41 From Royce Holladay (she/her) to Everyone: +1 Curdina....

12:47:57 From Leslie Patterson to Everyone: Maybe energy is possibility in action . . .

12:48:59 From Leslie Patterson to Everyone: G: "The difference in a system is where the energy is stored."

12:49:10 From Marie Murtagh to Everyone: thanks, @leslie

12:50:07 From Jayne Fleener to Everyone: YES - can be destructive energy and negative perturbation! Great point, Glenda.

12:50:19 From Royce Holladay (she/her) to Everyone: So what might be the impact of this energy? Now , after I have taken action, What is the impact of that action?

12:50:34 From Mary Nations to Everyone: If only we could be sure, ha!

12:50:35 From Marie Murtagh to Everyone: this is where the map of consciousness is informative for me

12:50:55 From Marie Murtagh to Everyone: above 200 is generative, below is restrictive

12:50:59 From Kathryn to Everyone: I can really relate to that experience Glendaa!!

12:51:18 From Tamela Handie to Everyone: Like pushing the buttons and leaving. I think we do that all the time informally @Glenda.

12:51:28 From Royce Holladay (she/her) to Everyone: @Kathryn....me too...Particularly in parenting!

12:51:32 From Marie Murtagh to Everyone: careful = full of care

12:51:46 From Kathryn to Everyone: "Become responsible to how you use the energy

12:52:08 From Katie Pierson to Everyone: Thanks for map of consciousness!

12:52:15 From Kathryn to Everyone: @Royce Ha!! I can appreciate that!!:)

12:52:23 From Marie Murtagh to Everyone: of course:)

12:52:23 From Laura Williams to Everyone: @Tamela—good example.

12:53:18 From Tamela Handie to Everyone: Thank you @Laura. I'm going to be mindful about "not" doing that from now on.

12:53:37 From Barrie McClune to Everyone: Such a good question @ Wally. Related: curious when the response to pushing on difference is not uniform across the system. How do you decide how to take a next action?

12:53:44 From Leslie Patterson to Everyone: @Wally — What you are saying reminds me of every news article I read this morning!!!!

12:53:55 From Marie Murtagh to Everyone: glenda mentioned feedback loops earlier and i'm curious how i could be more intentional about listening to and processing feedback loops

12:53:57 From Kathryn to Everyone: Great question!!

12:54:09 From EmilyBrite to Everyone: Well spoken Wally

12:54:15 From Marie Murtagh to Everyone: @wally i think this is also a good example of when the floor sets the ceiling

12:54:27 From Donna Bivens to Everyone: So agree, Wally.

12:54:31 From Laura Williams to Everyone: @Tamela. Would love to hear what you notice..for me it relates to this question from Wally too—when I'm showing up as an activist—what is my range and responsibility...

12:55:21 From Royce Holladay (she/her) to Everyone: Barrie, great question...and iI wonder about the Adaptive Action splitting into two...What was my impact on one group and what is my impact on the other? Then each progresses on its own path/cycle? Does that make sense?

12:55:34 From Charles Lee to Everyone: @Marie, 'floor' as agents and 'ceiling' as system?

12:55:46 From Donna Bivens to Everyone: In my equity work, this comes to appreciating the power of conflict.

12:56:04 From Laura Williams to Everyone: And, at the same time...trying to get better about holding and allowing certain tensions to exist (sorting out when its fit for function).

12:56:08 From Marie Murtagh to Everyone: yes, @charles - thank you

12:56:09 From Laura Williams to Everyone: yes, Donna...

12:56:39 From Jayne Fleener to Everyone: In our current fragmented realities, I'm also wondering if there is a "shared reality" expectation at the community level and that we are missing that.

12:56:46 From Laura Williams to Everyone: Great point, Glenda...remembering the larger group and forces at work....

12:56:48 From Mary Nations to Everyone: I agree, Donna - conflict is an energy, and we cannot predict where it will take us

12:57:00 From Leslie Patterson to Everyone: And each one — Malcolm X and MLK changed over time, right?

12:57:08 From Charles Lee to Everyone: Disruption as intervention, being the difference that makes a difference

- 12:57:12 From Barrie McClune to Everyone: That's so helpful @royce. Understanding that I'm working in to scales 1:1 and 1:team
- 12:57:19 From Royce Holladay (she/her) to Everyone: Interesting @Jayne
- 12:57:38 From Kathryn to Everyone: I have found that the opportunity lies in your presence with the actions you take. We usually enter thinking we know best. And it's important to appreciate that even when we don't see the same results we hope that doesn't mean nothing is changing
- 12:57:46 From Leslie Patterson to Everyone: Wow. Great info, great comments, great questions. Lots of energy!
- 12:57:48 From Roya (she/they) Damabi to Everyone: Such a wonderfully generative session - thank you, everyone!
- 12:58:17 From Marie Murtagh to Everyone: i just love spending time here, thank you @ everyone, glenda, royce & mary <3
- 12:58:20 From Roya (she/they) Damabi to Everyone: Notice when I am in judgment and ask a question instead.
- 12:58:32 From Mary Nations to Everyone: @Jayne - I think a sense of shared reality is possible yet temporary
- 12:58:41 From Amber Peterson to Everyone: Ask a question and stand in inquiry to work through frustration and live with that tension, learn what it means and explore it
- 12:58:51 From EmilyBrite to Everyone: I think a bit of self inquiry is my now what
- 12:58:58 From Royce Holladay (she/her) to Everyone: Be intentional about choosing to move toward generative connections and away from destructive ones.
- 12:59:07 From Marie Murtagh to Everyone: i'm going to dive deeper into the three kinds of change as explained in the adaptive action book
- 12:59:08 From Donna Bivens to Everyone: This helped me clarify a question for a breakout in a group I'm working with next week. Very helpful! Thanks (as usual)
- 12:59:13 From Amber Peterson to Everyone: I'm thinking of co-parenting my 2yr old as we are all restricted to being at home:D
- 12:59:16 From Tamela Handie to Everyone: I'm going to reach out to family who are often overly sensitive and avoid pushing buttons and exiting quickly.
- 12:59:21 From Janice Jaguszewski to Everyone: Explore the role of "belonging" in DEI work
- 12:59:27 From Jen Berg to Everyone: @Royce - yes! And also, very simply: a nap.

12:59:31 From Miriam to Everyone: grateful for this group... thank you Glenda for sharing your wisdom and experience

12:59:33 From Kathryn to Everyone: Curious about the underlying intentions behind my actions today

12:59:36 From Regina Armour to Everyone: Thank you so much!

12:59:39 From Rachel Brooks (she/hers) to Everyone: thank you!

12:59:39 From Kathryn to Everyone: Thank you!

12:59:40 From Julie Crabtree (she/her) to Everyone: adaptive action on a misstep i took in a group the other day

12:59:40 From Bridget Kelly to Everyone: Thanks so much!

12:59:42 From Royce Holladay (she/her) to Everyone: Thanks everyone...This was great conversation.

12:59:44 From EmilyBrite to Everyone: thank you very much, loved it

12:59:46 From Roya (she/they) Damabi to Everyone: Thank you!

12:59:49 From Emma Pearson to Everyone: I am lucky enough to go to visit my parents next week (81 and 83)... I will endeavour to stay in Inquiry with my mum... things can be prickly between us!

12:59:49 From Donna Halkyard to Everyone: Thank you so much - my curiosity has been peaked!

12:59:54 From Nicole Scherer to Everyone: Thank you so much!!

12:59:55 From LarouchF to Everyone: Thank you so much! Be well!

13:00:10 From Barrie McClune to Everyone: I'm going to use inquiry on multiple scales to understand a team dynamic.

13:00:10 From Laura Williams to Everyone: Thank you!!

13:00:23 From Margaret Hargreaves to Everyone: Next for me - being in community at work around racial equity.