

Intentional Workplace Project



Building equitable workplaces for collaboration, collective liberation, and joyful engagement.

What is Intentionality?

Intentionality is a quality that reflects care. When we are intentional, we are deliberate so we can also be spontaneous. We create structure so we can also enjoy free-flow, and we are attentive in order to carve out spaces for relaxation.

Four Pillars

| Power Analysis | Intentional Communication | Principled Struggle | Joy |
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| Understanding of social identities (race, class, sexuality, religion, age, etc.) rank, and positional power. Ability to discern how these elements impact culture and interpersonal communication. | Skills for listening and demonstrating compassion, as well as skills for offering feedback and support. Intentional communication relies on paradox and the willingness to see multiple sides of an experience. | A mindset for understanding that conflict is necessary for creativity and liberation to come through. Our collective is stronger and more effective with honest ongoing disagreement and alignment. | The ongoing and purposeful commitment to appreciation, celebration, and joy in our collective and individual work. We have the tools to create the conditions of freedom in every meeting and moment. |



Clarify Values & Vision & Purpose

Every community and group is held together by values, vision, and purpose - whether explicitly stated or not. Your actions and choices communicate your values, your vision, and your purpose. Let's strive to make the implicit explicit and align across the organization.

Our Process Together

| Explore | Reflect | Build |
|--|----------------------|--|
| Identify the questions that want to be asked | Unearthing truths | Retreat |
| Gather data | Build a path forward | Balance of Play, Ideation, & and Skills Building |
| Synthesize themes | Notice strengths | Celebrate |