Today’s Presenter

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Leadership strategies for building connection and defusing difficult situations

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People are People
Good Inside
Adopting a good inside perspective allows you to...

- Stay curious and ask questions
- Separate behavior from identity
- Intervene differently
- Search for common ground and shared humanity
- Be kinder to yourself and others
No, some people are actually terrible.
“Some people you can work with and some people you can work around. But the thing that I want to emphasize is that the calling-in practice means you always keep a seat at the table for them if they come back.”
You are good inside
Most Generous Interpretation
These cows are sick. Why?

Adapted from Dr. Karen Tao's "Cultivating Cultural Fortitude" presentation
Our initial assumptions come from...

- Previous experience working on farms and working with cows
- What we can see in the picture
- Authority figures (Rebekah said so!)
- Media influence - Mad cow! E coli! Poor animal care!
- Book about cows, the environment, climate change, food production
- Knowledge about water sources and problems
- Anthropomorphizing - There are so few cows. Maybe they are depressed?
- Conspiratorial thinking - That grass looks too green, something fishy is going on.
A fuller frame
Rebekah

- Liberal leaning
- Married
- Happy childhood
- Eight surgeries
- Dog mom
- Presbyterian
- Autism mom
- Mother of three children
- Voracious reader
- Snowboarder
- Dropped out of college
- White European ancestry
- Grew up in Venice, CA
I can never know your full experience
AND
I will always try
AND
there are so many points of shared humanity
Fully Present
Acknowledging Feelings
Curious Longer
Tag-Team Solutions
Same Side
Fully Present
Acknowledging feelings
I'm so glad you're talking to me about this. That sounds really hard. I believe you.
Facts

Curious Longer

“Be curious, not judgmental.”
-TED LASSO
(AUTHOR UNKNOWN)
Questions help you understand the problem
Questions help people identify their own solutions.
Questions Build Connection

• What is something about this semester that excites you and one thing that scares you?
• What is one thing that you are grateful for right now and what is one thing that is no longer serving you?
• What is one thing you are good at and one area where you can improve?
• Name a book, TV show, or podcast you loved this year.
• What would be one version of your ideal job in five years? What do you see as your biggest fear or impediment to getting there?
• What is a non-work goal you are trying to achieve?
• What task on your to-do list do you keep procrastinating? Why does it still deserve a place on your to-do list?
• If you could pursue one other degree for free and time wasn’t an issue, what degree would you pursue? Why?
• Is there a day on your calendar that scares you right now? Is there a day that excites you?
• If you could be on any game show or reality TV show, what would it be?
• What is on your summer bucket list for fun and for work?
• What is one thing that you will take with you from your time in Digital Matters?
Tag Teaming Solutions:

1. Understand and Describe the Problem
2. Come up with possible solutions together
3. Decide which one you're going to try
4. Try out the solution
5. Iterate
6. Embody your authority
Progress not perfection
Special thanks to Dr. Karen Tao and Loretta Ross
Thank you