

## Question of the Week – June 19, 2022



### What 40 years of research has shown on beliefs?

You have probably tried to reason with someone who is invested in something they believe but unfortunately whatever it is - it is not based on facts. So, over 40 years of research has shown that once someone is invested in a belief the probability to change their mind is extremely low. This tells us that we are wasting our time in trying to reason with these folks. Do you agree? Arturo Corral

### Leader Talking Points

#### Opportunity: Team-Building Activity

- a. Ask team members for examples of someone whose beliefs are baseless outside of work.
  - 1) Conspiracy Theories: The one person who argues and believes conspiracy theories without facts while accusing those with contrary arguments to be "haters."
  - 2) Other.

#### Discussion Points

- a. Ask your team for examples of dealing with someone whose beliefs are based on conspiracy theories at work.
  - 1) Anti-Management: Dealing with one individual who believes management is purposely hurting the welfare of employees.
  - 2) Other.
- b. Ask your team for ideas on how to promote positive ways to deal with conspiracy theories at work.
  - 1) Sales Meetings: Seek out ways for the team to fully discuss what is real and what is simply fantasy in respectful manner.
  - 2) Other?

#### Team Challenge Activity

- a. Ask the team to offer one or two areas where dealing with conspiracy theories has been an issue.
  - 1) Example: Identify a situation where a team is challenged by having a co-worker who believes in conspiracy theories.
  - 2) Ask for a volunteer to take the lead to work with the manager and team on the selected opportunity and report back to team on next steps.