

FRAME OF REFERENCE



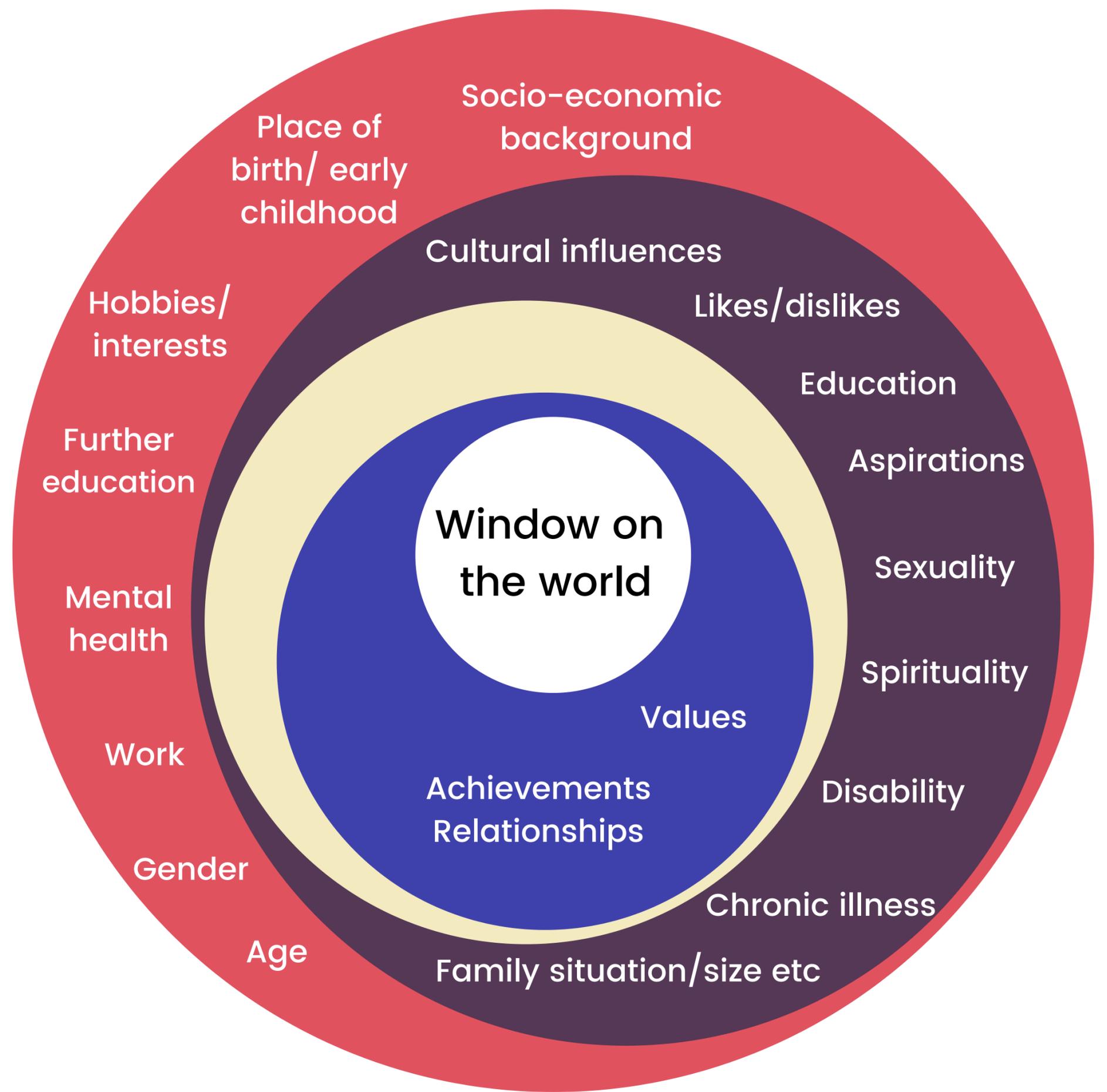
Time for us to self reflect

*Inclusion leading innovation
Reinventing the workplace*



Frame of Reference

The frame of reference is defined as the structure of associated responses which provide the individual with an overall perceptual, conceptual, affective and action set that is used to define the self, other people and the world. What this means is that the ways we all make sense of the world, of the people and ourselves, including our feelings, beliefs and our behaviours are unique to each and everyone of us and shaped by our past experiences and beliefs. We all see things slightly differently and so we treat ourselves and other people differently, too.



→ Frame of Reference Activity

Think about your own Frame of Reference using the list of factors here

- Place of birth/ early childhood
- Socio-economic background
- Hobbies/interests
- Further education
- Mental health
- Work
- Gender
- Age
- Values
- Achievements
- Cultural influences
- Likes/dislikes
- Education
- Aspirations
- Sexuality
- Spirituality
- Disability
- Chronic illness
- Family situation/size etc
- Relationships



Group Discussion

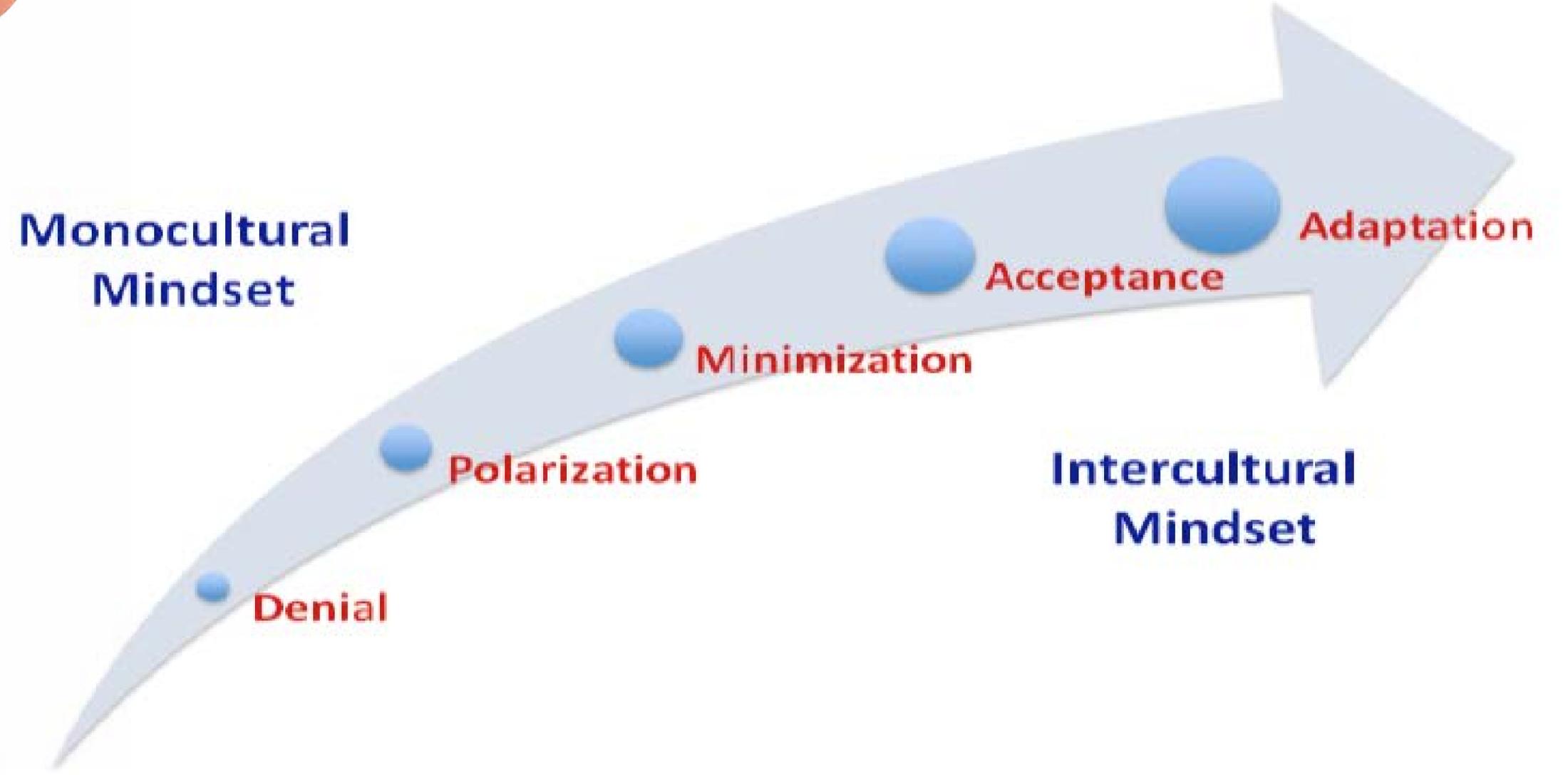
As a group we can now reflect on the questions below:

- How do you feel your Frame of Reference may impact your attitudes and beliefs?
- How might your Frame of Reference limit you in non-judgemental listening?
- How might your Frame of Reference help you with non-judgmental listening?

**Let's get to the grips
through
IDC
*Intercultural Development Continuum***



Intercultural Development Continuum



Dynamo launched its first equality, diversity and inclusion (EDI) survey late last year and focused on areas of behaviours, attitude, sense of belonging, mental health and training.

The results, published in Dynamo's Initial Findings Report, produced the following recommendations:

- The creation of a sector working group, supported by external professional advice, should devise regional guidance on diversity and inclusion for all tech SMEs;
- The regional tech sector should collectively agree its aspirational EDI aims and key objectives for the next five years;
- Regional tech leaders should convene a session to explore the question of culture within the sector in order to highlight potential barriers that exist and outline steps that should be taken to remove these;
- Our members and SMEs should undertake their own audits of processes and procedures and each produce a diversity action plan.

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www.dynamonortheast.co.uk/membership/



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