



## DEIB Framework - VCARE

**V** - Virtual

**C** - Curiosity

**A** - Adaptability

**R** - Respect

**E** - Empathy

Let's explore each domain with the help of questions and ideas to continue our learning journey.

### C - Curiosity

<p><b>Questions to spark curiosity</b></p>	<ul style="list-style-type: none"><li>● What's a snack you miss that you used to share with col- leagues in person?</li><li>● Where is your favorite place to go on vacation?</li><li>● Share a favorite memory.</li><li>● Show any picture from your life and tell the story behind it.</li><li>● What was your first job?</li><li>● Is there a story behind your name?</li><li>● What book, movie, or song has left a lasting impression on you and why?</li><li>● What's a hobby or skill you've picked up recently or wish to learn?</li><li>● Describe a time you felt truly proud of yourself.</li><li>● If you could relive one day in your life, which would it be and why?</li></ul>
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## A - Adaptability

<p><b>Questions to accelerate adaptability</b></p>	<ul style="list-style-type: none"> <li>● How have you adapted yourself and your life to unavoidable changes in the past?</li> <li>● What do you do when you are frustrated with changes happening in your life?</li> <li>● If you were to pick one word for how you feel right now, what would that word be?</li> <li>● How are you helping your team members adapt?</li> <li>● Share a personal story of adaptability.</li> <li>● What book, movie, or song has left a lasting impression on you and why?</li> <li>● What's a hobby or skill you've picked up recently or wish to learn?</li> <li>● Describe a time you felt truly proud of yourself.</li> <li>● If you could relive one day in your life, which would it be and why?</li> <li>● If you could have dinner with any historical figure, who would it be and why?</li> </ul>
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## R - Respect

<p><b>Ideas to focus on Respect</b></p>	<ul style="list-style-type: none"> <li>● Encourage team members to communicate openly and honestly, model positive behaviors, implement a communication plan for team interactions, and ensure the appropriate people are accessible and responsive to address needs and concerns.</li> <li>● Team members need to be empowered to make and act on decisions, especially because they won't always be able to wait for approval.</li> <li>● Virtual leadership requires regularly scheduled progress meetings with</li> </ul>
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	<p>individual employees to assess how they feel about the state of the team. This can also be done through a virtual team pulse.</p> <ul style="list-style-type: none"> <li>● Focus a certain portion of the check-in on BEING. The capacity to empathize with the other person’s viewpoint is critical to understanding how they are being vs. doing.</li> </ul>
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## E - Empathy

<p><b>Ideas to focus on Empathy</b></p>	<ul style="list-style-type: none"> <li>● Increase your cultural agility by learning about cultural differences.</li> <li>● Simply ask how people are feeling. If you want to use a digital tool that gives you a range of emotions in a word cloud. I recommend Mentimeter.</li> <li>● Ask people what they believe the team can do to increase empathy in virtual relationships. You can use Menti for flowing grids (choose a few themes and ask people for ideas). Mentimeter also works well for this.</li> </ul>
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