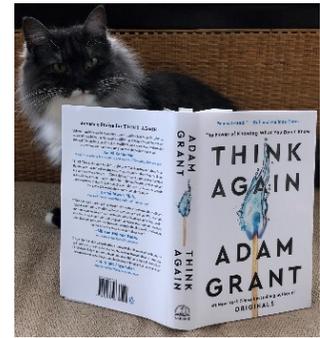


# THINK AGAIN Discussion Guide



## Individual Rethinking

1. What's an assumption that you've been rethinking lately?
2. Are you most likely to slip into preacher, prosecutor, or politician mode? What steps can you take to think more like a scientist?
3. How much rethinking is too much? When should you trust your intuition vs. test your intuition?
4. How do you avoid getting stuck on Mount Stupid? If you were making an "ignorance list" of things you don't know, what would be on it?
5. Have you ever experienced benefits of impostor thoughts? What strategies do you use to question your knowledge while maintaining confidence in yourself?
6. What forecasts about the future are you making, and how can you stay open to rethinking them?
7. How do you embrace the joy of being wrong?
8. Who's in your challenge network? How can you make sure your most thoughtful critics are comfortable being honest with you?
9. What have you learned about fostering task conflict without causing relationship conflict?
10. If you were rewriting this book, what would you rethink?

## Interpersonal Rethinking

11. What are your favorite ways to find common ground across differences?
12. In a heated debate, what questions have you found helpful for opening others' minds?
13. How do you avoid diluting your arguments and stay focused on your few strongest points?
14. When people say "let's agree to disagree," how do you learn to handle it differently next time?
15. What stereotypes were part of your upbringing? How might your views be different if you'd been born a different race, raised in a different country, or lived in a different century?
16. Who's someone you normally have a hard time hearing? What would happen if you sat down with them just to listen and try to understand their views better?
17. In motivational interviewing, how can you stay focused on guiding others toward achieving goals, rather than trying to advance your agenda?
18. When giving advice, how do you reinforce the other person's freedom of choice?
19. What's a topic that's stuck in binary bias and is begging to be complexified?
20. When talking about contentious issues, how can you expand the emotional range of the dialogue?

## Collective Rethinking

21. How can schools do a better job teaching kids to think again?
22. Do you have myth-busting discussions or other family dinner routines for rethinking?
23. At work, what have you seen leaders and managers do to create the psychological safety for people to think again?
24. What does it take to build a learning culture, not just a performance culture?
25. What "best practices" should we rethink?
26. What images of who you wanted to be have weighed you down, and how have you let go of them?
27. How do you avoid escalation of commitment to a losing course of action?
28. Have you tried a career checkup—or a relationship checkup? What did you learn about how your goals and identities have evolved?
29. How can we change the cultural narrative about rethinking? Can you imagine a world in which saying "I don't know" is seen as a mark of confident humility instead of ignorance and "I was wrong" is viewed as an act of integrity rather than an admission of incompetence?
30. How do you pronounce mayonnaise?