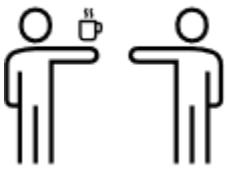




Direct Action

If you choose to take direct action – we show you how to use your face and your body to show disapproval, as well as your words. We show you how to change the mood of the room, so people know you mean business – and we show you how to speak in such a way that it's hard for people to interrupt you in full flow. We also show you how to shut down debates and arguments when dealing with conflict and difficult personalities.



Distraction

If you go for distraction – we give you tools to take the sting out of any awkward situation. This can give you time to think – and can also allow you to make your point without making a fuss. This option is particularly useful when dealing with micro-aggressions and micro-inequities. Distraction can often be more than enough to handle an awkward moment – and is very effective in contributing to positive culture change on a broader scale.



Delegation

Delegation is the option which involves telling someone else. It doesn't mean 'tell someone junior and forget about it'. We equip you with confidence building techniques and language tips to help you report unacceptable behaviours and escalate problems with integrity – without feeling like you're telling tales unfairly.



Delay

If you choose to delay your intervention, we share with you the benefits of waiting – and how to turn any unnecessary hesitation on your part to your advantage. But remember – delay must always be followed by some form of action. It should never be excuse to do nothing.

<https://www.activebystander.co.uk>