

# Reflective journal

## Practising Radical Honesty



We do not know it all, but what we do know, we share with others.



TEN YEARS' TIME

PHILANTHROPY REIMAGINED

# Reflective Guide

## Practising Radical Honesty

This guide accompanies the **Practising Radical Honesty** video session and invites you to explore *your perspectives and experience of work-based honesty in the context of racial justice, power, and philanthropy.*

It's not about arriving at answers—it's about staying with the inquiry

### Arrival

How are you arriving to this reflection? Take a moment to pause, breathe, and notice

- What sensations are present in your body?
- What emotions or thoughts are alive?
- Is there a word, image, or metaphor that describes your current state?

# Reflective enquiry

## ***Radical honesty and Revolutionary love***

*Use journaling, doodles or drawing to explore:*

- *What does “radical honesty” mean to me?*
- *What holds me back from being more ‘honest’?*
- *How is ‘honesty’ invited? rewarded? or perhaps ‘ignored’ or ‘gaslighted’?*
- *Where have I used power or privilege to be more ‘honest’? Where have I used it to hide from challenge or other’s ‘honesty’?*
- *What have I noticed about ‘honesty’ here?*

## Thinking more about Honesty

- What level of honesty exists in your organisation?
- How does the level of honesty HELP or HINDER you in this work?
- What are you **assuming** that stops you from being radically honest in that space?
- What might allow you to be more honest?

## Honesty and the 3 P's

### Reflection on the relationship between honesty, Positionality, Power, and Privilege:

- Who holds the power in your space?
- How does this influence who is able to be 'honest' ?
  
- When honesty happens, who are the people who are most 'honest'?
- What risks do they take? How does the room respond?
  
- How does this influence who I centre, listen to, and prioritise?
- What keeps me from naming this?

## Unfinished Questions

Leave space here for questions that are still unfolding. Not everything that needs to be asked will have a tidy answer. Use these pages for ongoing enquiry, insights, tensions, contradictions, and invitations that emerge later.



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# Closing

Think of one small action you can take right now to help transition back into your day — perhaps noticing ten things in the room that are blue, taking a stretch, a breath, or a drink of water.

**How are you leaving this reflection?** What image, word, or sensation wants to mark this moment?

**Next Steps (Optional):**

- **One practice I want to try...**
- **One conversation I commit starting...**
- **One thing I'm ready to let go of...**
- **One place I will show up differently...**



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