

Reflective Journal

Getting Comfortable With Being Uncomfortable



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



TEN YEARS' TIME

PHILANTHROPY REIMAGINED

Reflective Journal

Getting Comfortable with Being Uncomfortable

This guide accompanies the Getting Comfortable with Being Uncomfortable video session and invites you to explore your personal relationship with power, privilege, and positionality. 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

Comfort and discomfort

Use journaling, doodles or drawing to explore:

- What creates comfort for you in a conversation, and why?
- What creates discomfort for you in a conversation, and why?
- What happens to your mind and your body when you experience discomfort in a conversation?
- Why do you think conversations about race create discomfort?
- What level of experience do you have in taking part in conversations about race?

Reflective enquiry

Staying engaged and re-engaging in the conversation

Use journaling, doodles or drawing to explore:

- What do you need to do to enter a conversation about race with the intention of staying engaged?
- How can you track your engagement in the conversation?
- What might you feel in your mind and your body when you are engaged?
- What might happen that leads you to disengage?
- What might you feel in your mind and your body when you are disengaged?
- What might you need to re-engage in the conversation?
- How do others know if you're engaged or disengaged?

Power, Positionality and Privilege

How does your privilege, power and positionality impact on you and your discomfort?

Sitting with Discomfort

- How do you usually process and deal with discomfort and the difficult emotions that sit within it?
- Consider how your tried and tested ways of dealing with discomfort might help you, or hinder you in this work?
- Is there a way of sitting with discomfort that you've heard about and want to try? When and how could you put this into practice? How will you capture what you learn from this?
- What do you think could happen to you, and others, if you don't practice sitting with discomfort?
- What ways can you encourage others to sit with discomfort when having conversations about race?

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.

Invitation

As we come toward the end of the session, I invite you to reflect:

- How might what I've heard here today influence how I show up in my work and in my role?
- What learning edges or questions do I want to continue exploring?
- What am I ready to unlearn—or reimagine?

Collective Practice

- How can we sit with discomfort in our shared work?
- What conversations do we need to have?
- What do we need to have in place to do 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.

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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