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The surprising upside to provocative conversations at work

**Contrary to conventional wisdom, workplace conversations about societal issues aren’t a distraction—they’re a way for employees to understand one another better.**

by [Bhushan Sethi](https://www.strategy-business.com/author/Bhushan+Sethi) and [Peter Brown](https://www.strategy-business.com/author/Peter+Brown)

As the world becomes increasingly polarized around a range of hot-button topics, companies often try to keep these issues from becoming a distraction in the workplace. After all, employee conversations about societal topics like climate, immigration, race, and gender equity may seem like a potential source of discord—and HR headaches. But here’s one counterintuitive approach: help your employees talk it out. According to [PwC’s latest workforce survey](https://www.pwc.com/workforcehopesandfears?utm_campaign=sbpwc&utm_medium=site&utm_source=articletext), a majority of employees are already having these conversations. What’s more, they’re benefiting from the experience.