

Show Notes for S2 EP3: Elephants, Elections, and Office Anxiety – Oh My!

Episode Overview:

Election season isn't just about politics but emotions, tensions, and workplace dynamics. In this episode of *The Elephant in the Org*, hosts Danny Gluch, Marion Anderson, and Cacha Dora explore the impact of elections on workplace culture. They ask: How can we create environments where people feel psychologically safe, even when opinions differ? And is it ever really possible to 'leave politics at the door'?

Key Discussion Points:

- The impact of elections on workplace culture and team dynamics.
- Should organizations encourage political conversations or ban them entirely?
- Psychological safety: How to create spaces where employees feel comfortable being themselves.
- The 'day-after-election' hangover: Preparing for the emotional fallout.
- The importance of compassionate leadership during polarizing times.
- Avoiding workplace conflicts and managing differing opinions with respect.

Key Takeaways:

- ✓ Political tension can't be ignored—it seeps into everyday work.
- ✓ Creating safe spaces (even virtual ones) can make a difference.
- ✓ Moderated conversations might help—if done thoughtfully and with purpose.
- ✓ Psychological safety is essential for collaboration, especially in uncertain times.
- ✓ Managers need support, too—not just employees, as leadership plays a critical role.

Referenced Articles and Books:

 Navigating Politics in the Workplace During a Divisive Election Year:
<https://www.indeed.com/lead/navigating-politics-in-the-workplace-during-a-divisive-election-year>

 **How to Guide Your Workplace Through the 2024 Election Season:**
<https://ep.shrm.org/news/2024/03/how-can-guide-workplace-through-2024-election-season>

 **Navigating Pre- and Post-Election Tensions in the Workplace:**
<https://ogletree.com/insights-resources/blog-posts/navigating-pre-and-post-election-tensions-in-the-workplace-part-i-a-guide-for-employers/>

 **2024 Election Impact on the Workplace:**
<https://gtm.com/business/2024-election-impact-workplace/>

 **What Employers Need to Know About Employee Voting Leave:**
<https://www.jacksonlewis.com/insights/2024-election-what-employers-need-know-about-employee-voting-leave>

 **NPR: Death Threats and Harassment – 2024 Election Workers Are Already Scared:**
<https://www.npr.org/2023/06/23/1183931372/death-threats-and-harassment-2024-election-workers-already-are-scared>

 **Think Again: The Power of Knowing What You Don't Know:**
<https://www.amazon.com/Think-Again-Power-Knowing-What/dp/B08HJQHNH9>

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-  Follow The Fearless PX and the hosts on LinkedIn for more workplace insights.
-  Share this episode with colleagues—especially those navigating election season at work.
-  Email us at elephant@thefearlesspx.com with your workplace challenges or topic suggestions!

Upcoming Events:

 Stay tuned for announcements about live events and upcoming episodes.

Recommended Thought Leaders to Follow:

- Amy Edmondson – Psychological safety expert
- Adam Grant – Organizational psychology and workplace behavior
- Brené Brown – Leadership and vulnerability

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