

OVERVIEW: THE BOLD MOVE BRIEF

30 minutes | No slides | No fluff | Just one bold shift.

This is for team leaders to run simple, honest conversations with their teams. It creates an open conversation about high performance and safely calls out compliance culture,.

THE SPARK (5 MINUTES)

START HERE. Say this out loud:

"Let's talk about commitment - the difference between doing the job and owning the job. Because on every team, you've got both: The people who tick the box, and the ones who raise the bar. Before you roll your eyes, let me be clear commitment isn't about working harder. It's about caring smarter.

And compliance? That's what happens when the pressure hits and people have had enough, or when people stop believing their effort matters.

So today's not about who's lazy. I don't think any of you are. It's about who's connected - and how we can support each other shift from compliance to commitment when we need to."

Then ask your team:

- "What does commitment look like, and feel like, when it's healthy?"
- "When have you felt yourself slip into compliance mode - just doing it to get it done?"

Whiteboard title: "Commitment feels like... / Compliance feels like..."

**DISCIPLINE
IS THE
DIFFERENCE
BETWEEN
GOOD &
GREAT**

THE REFLECTIVE THINK (5-7 MINUTES)

Say:

"Most of us don't set out to coast. Compliance usually happens when we've stopped seeing progress or purpose. It's a sign of disconnection, not disinterest."

Ask:

- "What do we think drives that shift - from caring deeply to just clocking in?"
- "What small signals tell us someone's starting to disengage?"
- "What could we do, as a team, to catch that early?"

Then share this:

"According to Gallup research, teams with high psychological safety and consistent recognition are 21% more productive and 44% more engaged.

People don't burn out because they care too much - they burn out because they care alone."

THE MOVE MAKER (10-12 MINUTES)

Say:

"Let's move this from talk to action. The goal isn't to make everyone give 110% or other crass sayings - that's burnout. It's to create a culture where excellence is sustainable because people feel trusted, valued, and visible."

Ask your team:

- "What's one small move we could make that would make commitment feel easier - not heavier?"
- "Where are we accidentally rewarding compliance instead of courage?"
- "How can we protect time for deep, meaningful work - not just the busy stuff?"

Team exercise idea: Commitment Contract (5 mins)

Each person writes one sentence starting with:

"I'm at my best when..."

and

"You'll know I'm in compliance mode when..."

Then share and discuss how to help each other spot and reset before it becomes burnout.

THE BOOSTER ROUND (3-5 MINUTES)

Close with:

"Commitment isn't about effort for effort's sake. It's about pride in your craft, clarity in your purpose, and energy you can sustain."

Compliance is quiet survival.

Commitment is deliberate excellence."

Ask each person to complete this sentence:

"One small move I'll make this week build commitment is..."

OPTIONAL: FOLLOW UP CHEEKY NUDGE

GOAL: TO REMIND THE TEAM THAT YOU ARE SERIOUS ABOUT SUPPORTING THEM AND ENCOURAGING THEM TO FOCUS ON THEIR COMMITMENTS

Subject: Commitment v compliance

Hey team,

What's one moment this week that made you feel proud of your work - not just relieved to finish it?

That feeling of pride? That's the spark of commitment.

Let's feed that more often, and stop celebrating burnout as a badge of honour.

FAQ's & quick tips

BRAVE CONVERSATIONS, MADE BRILLIANTLY SIMPLE.

WHAT IS THIS?

It's a ready-made, low-prep discussion guide to help you run bold, honest, high-trust conversations with your team, each one tied to an episode of the Little Moves, Big Careers podcast.

Each one takes 30 minutes or less.

No slides. No jargon. Just real talk that builds clarity, trust, and confidence.

WHO'S IT FOR?

- Managers who want to grow their team, not just manage tasks
- Teams that are busy, bright, and often too quiet about what they need
- Anyone trying to create a more open, curious, and high-performing culture

DO I HAVE TO BE AN EXPERT?

Nope. You just need to be honest.

You're not delivering a TED Talk, you're creating space. These sessions are designed to feel like a team coffee with purpose.

EVEN IF YOU'RE THE ONE WHO'S MADE THE MISTAKES MENTIONED IN THE EPISODE... THAT'S OK. OWN IT. THAT'S HOW TRUST BUILDS.

WHAT IF THIS FEELS A BIT... AWKWARD?

It might and that's normal.

But remember: safe doesn't mean silent.

Growth happens in the "slightly uncomfortable but very real" zone. These sessions give you a script, a structure, and a shared language — so no one's freestyling.

HOW DO I PREP?

1. Listen to the episode or scan the Bold Move Brief
2. Print the conversation sheet or write the key question on a whiteboard/ flipchart
3. Invite the team. Let them know it's 30 mins, focused, and not performance review-y
4. Run it. Follow the four sections: Spark, Reflect, Move Maker, Booster
5. Send a follow-up nudge - we even give you the words

ANY TIPS FOR KEEPING IT FLOWING?

Top 5 Manager Moves:

1. Share first - model the behaviour, don't just ask for it
2. Keep it light at the start - a bit of humour goes a long way
3. Use a whiteboard or Post-its - visual = safe and clear
4. Timebox it - if people know it ends in 30 mins, they'll lean in
5. Don't fill the silences - give people space to think, then speak

FINAL REMINDER:

You don't have to have all the answers. Your job is to make it safe to ask better questions - the kind that lead to better performance, stronger trust, and way fewer "lumps under the carpet."

**YOU'VE GOT THIS.
AND WE'VE GOT YOU.**