

## **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. Think of it as a great coaching moment wrapped in psychological safety. It works best when it's real, raw, and slightly uncomfortable (in the best way).

## **THE SPARK (5 MINUTES)**

**START HERE.** Say this out loud:

"Let's talk about something we want to really build here: psychological safety.

It's about whether you feel safe enough to ask the awkward question, admit the mistake, or challenge the status quo without fear of being shut down.

I was startled by this fact I heard: two in five people in teams don't feel safe to speak up. That's wasted ideas, wasted potential, and wasted courage. It means that it's highly likely that x of you feel that way and I'd really like to explore how to change that and I know that sometimes in my busyness I might do things that inhibit this so I want to know what you need from me and colleagues"

Then ask your team:

- "If you were to score how safe, included and valued here what score would you give it?"

Thank them for their honesty and say "I appreciate there might be things you don't want to say openly but that you feel are important to share. If you do feel that please talk to me when you are ready, I am keen to hear and develop"

**SILENCE  
KILLS  
IDEAS**

## **THE REFLECTIVE THINK (5-7 MINUTES)**

Say: "Working in threes, let's explore this in a little more detail by asking these two questions:

- "Where do we see psychological safety working well in our team?"
- "Where do we see cracks - the things unsaid, the silence in meetings, or the 'I'll just fix it myself' moments?"

Optional bonus prompt:

"What's one time someone here spoke up and it made things better?"

Ask them to write their thoughts on post-it notes and to stick these up on the wall. (this allows a degree of anonymity to help them feel safer) Say "I will look at these later to help me reflect on what I can do to help build this more here - the last thing I want to do is put any of you on the spot. I will share my reflections with you later this week."

Thank them and ask them to share what works right now and what they'd like to see more of.

## THE MOVE MAKER (10-12 MINUTES)

### DISCUSS AS A TEAM

- “What’s one small behaviour we could change to make it easier to speak up?”
- “Are there adaptations to our language that could help?”
- “How do we want to respond when someone shares a mistake or challenge, so it becomes a learning moment instead?”

Commit to one tiny move as a team. (Example: leaders model vulnerability by saying, “I don’t have all the answers.” Or team members agree to rotate who kicks off with a question in meetings.)

## THE BOOSTER ROUND (3-5 MINUTES)

### CLOSE WITH THIS:

“Speaking up isn’t just brave, it’s how we get better, faster, together.

So let’s keep asking:

- What’s not being said?
- And how can we make it safe enough to say it?”

End with this powerful line:

“Silence adds nothing. Curiosity, honesty, and courage add everything.”

## 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/Opening: Did we really listen?

Quick nudge after our conversation on psychological safety.

Two things to check this week:

1. Did you notice a moment when someone didn’t speak up? What might have stopped them?
2. Did you notice a moment when someone did take a risk to be honest? How did you respond?

Remember: Silence is a signal. Let’s keep asking: What’s not being said?

Then add in your reflections from the post it notes activity and what you, as the leader, commit to do and give a reminder that you welcome people talking to you about their experiences so you can learn and support them more.

# 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.**