

THE CORE TRUTH

Inclusion without assimilation is the real win.

You don't need to blend in to belong - you need to build bridges without burning yourself out.

The magic isn't in fitting - it's in translating your difference into impact.

KEY TAKEAWAYS

- **Authenticity ≠ Anarchy.** Be yourself with respect and skill. You can challenge without chaos.
- **Friction Fuels Innovation.** Stop fearing disagreement - manage it. It's where ideas sharpen.
- **Translate Your Brilliance.** If they don't get it, simplify.
- **Volume ≠ Influence.** Precision wins more than passion alone.
- **Collaboration is Codebreaking.** Productive teams don't agree - they align through difference.

ACTION MOVES TO TRY

- **Decode the Difference.** Pick one "difficult" person and get curious: what drives them? What pattern do you see behind the clash?
- **The 3-Beat Test.** Before speaking up, ask: "Is it true? Is it useful? Is it kind?" - then go for it.
- **Translate your Vision.** Rewrite a bold idea you've got into a 30-second outcome pitch anyone could act on.
- **Friction Forum.** In your next team meeting, ask, "What's the discussion/ argument we're not having?"
- **Micro-Bridge.** Compliment someone's opposing view before offering your own. ("I like where you're going - can I build on it?/ would this work?")

**PEOPLE AREN'T
DIFFICULT JUST
DIFFERENT**

CONVERSATION STARTER WITH YOUR BOSS

"I'd love it if our team could collaborate more openly. Could we talk about how I can help with that?"

ADD THIS TO YOUR BOLD MOVES BANK

- **The Collaboration Compass.** Sketch your team - who fuels, who frustrates, who fades? What small move could rebalance the mix?
- **Idea Translator.** Write your next big pitch in one line, one paragraph, one page. See how clarity changes impact.
- **Respect Audit.** List 3 people you find "difficult" and note one thing they might be right about.