

The BOLD MOVES brief

EPISODE 1 BONUS

DON'T WAIT TO BE MANAGED

Take Control of Your Career

THE CORE TRUTH

You don't need a perfect manager.
You need a clear lens, a smart strategy
AND the nerve to move anyway.

LEADERSHIP ISN'T A JOB TITLE.

It's a choice.
Especially when no one else is showing up
for you.
Spot the pattern. Name it. Then lead
yourself like someone worth following.

KEY TAKEAWAYS

Naming the pattern changes the game.

When you understand the manager type you're dealing with (Deflector, Bouncer, Squirrel, Chameleon), you stop personalising and start strategising.

You can't wait to be led.

Not every boss is an Amplifier. If you're not being seen- make yourself undeniable.

Clarity beats chaos.

Create it, communicate it, and protect it. Especially when everyone else is spinning.

Your response shapes your outcome.

Not the manager. Not the system. You.

ACTION MOVES TO TRY

Spot the type.

Deflector? Bouncer? Squirrel? Chameleon? Recognise the signs, then plan your response.

Build clarity where they won't.

Use one-line summaries, written follow-ups, and bold asks.

Be your own Amplifier.

Track your wins. Say your name. Back yourself.

Ask for criteria.

If you're being blocked from opportunities, ask: "What does 'ready' look like to you?"

Document your impact.

Chaos loves a power vacuum. Your receipts = your leverage.

Challenge respectfully.

"I'd love to understand what shaped that decision—and what I need to work on."

CONVERSATION STARTER WITH YOUR BOSS

When dealing with a **Deflector** say "I've realised I'm second-guessing things more than I should be. Would you be open to us getting clearer upfront, so I'm not filling in the blanks or running in circles?"

When dealing with a **Bouncer** say "I'd love your support getting closer to [X person/project/meeting] so I can add more value. Is there a way we can make that happen together without stepping on toes?"

With **The Squirrel** "I know there's a lot flying around, and I want to help move things forward. Could we pick one or two priorities to focus on this week so I can make real progress for you?"

The Chameleon needs you to say "I've noticed I'm spending energy trying to 'read the play' instead of just delivering. Would you be open to us locking in what 'great' looks like for [this piece of work] so I can focus with confidence?"

And don't forget The Amplifier. Say "When you back me like that, it makes a huge difference. What's one area you think I could stretch further in, and how can I back you more too?"

**IF THE
SYSTEM
WON'T
LEAD YOU,
REWRITE THE
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FROM YOU.**