

Little Moves BIG CONVERSATIONS

EPISODE 9 INTENTIONAL A.F. *Stop drifting, start moving.*

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 that affects all of us, and that is how we're showing up in work. Because let's be honest - some days we're on it and it feels really good, we're nailing the numbers and hitting deadlines. And there are other days when it feels like we're drifting, like we're ticking boxes without really steering the ship.

And that gap - the gap between what's required and how we show up for it - that's where burnout brews... or brilliance begins.

Today we're going to talk about what it means to work on purpose - not just out of habit."

Then ask the team:

- "What does drifting feel like for you at work? How do you know when it's happening?"
- "What's different in the way you feel when you are doing something that feels intentional?"

**MAKE
YOUR
AMBITION
VISIBLE.**

THE REFLECTIVE THINK (5-7 MINUTES)

Write this on a whiteboard, shared screen or flipchart:

"Where am I coasting or doing things out of habit right now... and where do I want to be more intentional?"

Say "We are all busy and it is easy to get caught up in being busy and just doing things out of habit. Soon this can lead to dissatisfaction and stress.

Ask your team to:

- Reflect quietly for 2 minutes, no filling the silence.
- Share one honest example each of where you just go through the motions - it's not a part of your job that fuels you.
- Identify any patterns: Where is auto-pilot creeping in? What's fuelling that?

THE MOVE MAKER (10-12 MINUTES)

DISCUSS AS A TEAM

"What's one small shift we could each test this week to move from automatic to intentional?"

Ideas might include:

- Scheduling a few minutes to think before replying to a message so you respond, NOT react
- Replacing one "Sure, I'll do it" with "Can we clarify the priority?"
- Booking a coffee with someone to learn.
- Piloting an improvement idea that you have been putting off.

Then ask:

- "What would it look like if we all made one change this week - just something tiny but on purpose?"

THE BOOSTER ROUND (3-5 MINUTES)

END WITH THIS:

"Being Intentional doesn't mean overhauling everything. It means choosing. Not choosing, that's still a choice. And when you moan or complain instead of doing something like talking to me - that is still a choice too. These aren't choices that move you forward, in fact they don't make you feel any better at all. I want you to know that I want us all to improve and I am here to listen and help shape what that might be like for us. We call these little adjustments 2mm moves.....think about a pilot who nudges the compass 2 mm over a long flight that 2mm nudge can take the plane to a completely different country. And if we all commit to doing a few 2mm moves then we can dramatically change the way we do our jobs and, of course, enjoy our work too.

So let's commit to one small, deliberate tilt. Not perfect. Not fancy. Just chosen. Because that's where momentum starts."

Now ask:

- "What support do you need from me (or each other) to make that 2mm move?"
- Have them jot answers on Post-its or drop them in a shared doc.

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: 2mm Check-In

Hey team - just a quick nudge.

What's one tiny move you made this week that felt deliberate? how did it feel?

Remember: Progress isn't a vibe. It's a decision.

One micro-move at a time.

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.**