

DISTILL your **RESPECTFUL CANDOR**

DETERMINE INTENT

aim to help, not hurt

ISSUE

focus on facts, not feelings

SELECT TIME & PLACE

choose the right moment and setting

TONE

stay calm & kind

I STATEMENT

speak from your perspective

LISTEN

hear them out fully

LOOK FOR SOLUTIONS

work together to find a way forward



HUMAN SCAFFOLD

REFLECTION QUESTIONS

Which of the four stages do you tend to find yourself in, most often? Explain why.

Think of a time you didn't speak up at work.
What held you back, and how would a psychologically safe environment have allowed you to be more candid?

What steps can you personally take to help create a more open and respectful team culture?

How would you feel if your ideas and perspectives were more frequently shared and valued within your team?

