

# **DISTILL your RESPECTFUL CANDOR**

**D**ETERMINE INTENT

*aim to help, not hurt*

**I**SSUE

*focus on facts, not feelings*

**S**ELECT TIME & PLACE

*choose the right moment and setting*

**T**ONE

*stay calm & kind*

**I** STATEMENT

*speak from your perspective*

**L**ISTEN

*hear them out fully*

**L**OOK FOR SOLUTIONS

*work together to find a way forward*



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# REFLECTION QUESTIONS

Which of the four stages of psychological safety 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?

