

## **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 we don't always make space for: optimism.

Not the sparkly, 'positive vibes only' kind, the real kind.

The kind that helps you show up when you're tired. The kind that helps you move when you feel stuck.

Because the truth is, some days we're smiling on the outside and screaming on the inside.

So today, we're going to explore how we protect our spark and how to climb above the line when work gets loud."

Then ask your team:

- "What does it feel like for you when you feel you have to pretend everything is OK?"
- "What actually helps you refuel when you're running low?"

## **THE REFLECTIVE THINK (5-7 MINUTES)**

**Write this on a whiteboard or flipchart:**

"What's draining me lately and what's one thing I could do to refuel?"

Ask your team to:

- Reflect silently for a minute or two
- Share one honest answer if they feel comfortable (you go first to model!)
- Identify any common themes in what's being said - energy drainers, patterns, or team habits

Optional prompt:

"What's one moment recently where you felt a flicker of real energy, even if it was tiny?"

**MAKE  
YOUR  
AMBITION  
VISIBLE.**

## THE MOVE MAKER (10-12 MINUTES)

### DISCUSS AS A TEAM

- “What helps us stay above the line as a team?” (i.e. hopeful, proactive, resilient vs. reactive, blaming or spiralling)

Then explore:

- “Where are we seeing below-the-line thinking creeping in?”
- “What small shift could help us stay more above-the-line this month?”
- “What’s one ritual, habit, or behaviour we can agree to test as a team?”

Bonus idea:

- Introduce a new ritual like “Flamekeeper Friday” – where you share one boost, one learning, and one hopeful ‘what now.’

## THE BOOSTER ROUND (3-5 MINUTES)

END WITH THIS SIMPLE BUT POWERFUL ASK:

“What do you need from me or each other to protect your spark right now?”

Write answers on Post-its or a shared doc.

Commit to following up next week with a pulse check.

Close with this:

“You don’t need to be on fire.

You just need to stay lit.

And when it flickers, we don’t fake it – we fuel it, together.”

## 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: Flame check**

Hey team - just a quick check-in. What’s one move you’ve made to stay above the line this week? It doesn’t have to be perfect. It just has to be intentional.

One tiny reset = one spark closer to a better week.

We’ve got this. One hopeful 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.**