

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)

"Let's talk about career paths, because they're rarely linear. Many of us have zigged, zagged, paused, or even backtracked. And that's not failure. That's strategy.

We are all a combination of the skills, knowledge and experiences we have learned on the way to where we are now. But often we forget that we have all these qualities. I want to use this session for us to share some of these to help us all better appreciate each other.

Give each person a piece of A4 paper and ask them to divide it into 4 boxes and then label the boxes as follows (and explain what they put in each box:

Box 1: Jobs - here they need to list every job they've had, even babysitter or paper delivery

Box 2: Hobbies - here they list everything they enjoy doing in their spare time e.g. gaming/ sport/ watching films etc

Box 3: Life roles - here list any roles you have in life e.g. sister/ dad/ uncle/ carer/ dog owner etc

Box 4: Other - anything that you feel is important that doesn't fit into the other 3 lists.

Say you have 5 minutes. Allow the time then ask them to pair up.

THE REFLECTIVE THINK (12 MINUTES)

PAIR EXERCISE.

Ask each person to grab a second sheet of paper and in the centre of the page write 'experience' in the middle.

Explain that together they are going to create an experience map for each person.

Say, "Look at each item on the list in turn and identify at least one skill/ quality/ knowledge you gained from that role. e.g your paper round might have taught you the importance of being reliable, maybe being a sister has taught you patience with your siblings and being a dog owner has taught you the importance of creating a safe routine or how valuable walking each day is to your own wellbeing.... it can be anything but for each item there needs to be at least one thing that you have learnt.

You each have 5 minutes to do this. I'll let you know when it's time to switch around. When it's your turn to be coach.... remember it can feel weird to talk about strengths and things you've learned so your job is to help them by asking questions or sharing ideas.

**MAKE
YOUR
AMBITION
VISIBLE.**

THE MOVE MAKER (5 MINUTES)

DIVIDE INTO 4/5 PEOPLE PER TEAM

Ask each person to circle the 3 things they most appreciate having learnt or that they think are a strength.

Then take it in turn to share these 3 skills and between you identify at least one way they can use this more in their current job. Each person has the floor for 30 seconds.

Ask the team to share some of their thoughts and in particular if there are any they can't think of a way to use this skill more in their jobs... maybe the ideas of the entire team will find a way!

THE BOOSTER ROUND (3-5 MINUTES)

Say, using our skills more in our job helps to make the job more enjoyable, interesting and can provide a route for growth. But that isn't always enough and I recognise that. So, what's one small move you want to make this month to stretch you further or open up a new path?

Think about is there someone you want to meet/ shadow, a new skill you want to learn, shadow someone... it can be anything at all.

Ask each person to write their name and their action on a post it note and stick on the wall. Take a photo for reference and be prepared to follow up with each person.

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

"What tiny zig or bold little experiment have you tried?"

I (and explain what you did) Remember sometimes one playful pivot opens up a whole new path.

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.**