

Little Moves BIG CONVERSATIONS

EPISODE 7 MESSY ACTION, MAGIC RESULTS PROGRESS OVER PERFECTION

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 messy action, those unpolished, awkward, slightly-brave moments that move things forward. We all love a plan. But sometimes our world needs us to respond quickly.

The truth is, real progress rarely perfect.

It looks like trying, tripping, learning, and showing up anyway.

So today, we're going to laugh at the chaos, own our wobbliness, and share the little moves that build big momentum, even if they're a bit scrappy."

T

hen ask your team:

- "What does messy action look like in our team?"
- "What's one time you pushed through the discomfort (cringe) and it actually worked?"

THE REFLECTIVE THINK (5-7 MINUTES)

Write this on a whiteboard or flipchart:

"What's one 'messy move' you've made recently that taught you more than waiting would have?"

Ask your team to:

- Think of a moment they acted before they felt ready.
- Reflect on what came out of it - a win? A wobble? A lesson?
- Share one out loud if they feel brave (you go first to model).

Optional twist:

"What's your version of the mismatched shoes or reply-all disaster from listening to the episode and what did it teach you?"

**MAKE
YOUR
AMBITION
VISIBLE.**

THE MOVE MAKER (10-12 MINUTES)

DISCUSS AS A TEAM

- “Where are we waiting for perfect instead of trying something?”
- “What’s a safe experiment we could run as a team, just to test and learn?”
- “What would shift if we focused more on reps (practice) than results?”

You can prompt:

“Think small. It might be an email you’ve delayed, a pitch you want to try, or even asking a brave question.”

As the leader, share one messy thing you’ll commit to trying this week, no polish, just progress.

THE BOOSTER ROUND (3-5 MINUTES)

ASK YOUR TEAM:

“What do you need from me or your colleagues to feel braver about taking imperfect action?”

Write responses on sticky notes or the whiteboard.

Snap a photo and use it as a follow-up pulse check in your next team meeting.

Remind them:

“Progress isn’t tidy. It’s brave, scrappy, and surprisingly effective.

Let’s build a culture where we reward movement, not just mastery.”

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

Reminder: Hey team, just a little nudge. Remember that messy move you said you’d try?

This is your moment. One brave step. Doesn’t need to be polished, just done.

You’ve got this.

And if it all goes sideways? We’ll laugh, learn, and try again.

That’s how momentum works.

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.**