

Leadership Unscripted



Happy Tuesday!

There is something I do in almost every room I enter.

I watch people.

I watch what happens when someone speaks.

I notice who leans in. Who checks out. Who starts to say something and stops.

I notice the person who has an answer written all over their face but never says a word.

I notice the energy shift when a certain topic comes up.

And yes, sometimes I notice the look that says, “Please don’t call on me because I have THOUGHTS.” (Yeah, I see you!)

For years, I didn’t think there was anything particularly remarkable about this.

It’s simply how I’m wired.

I watch. I listen. I pay attention to behavior.

But here’s what I’ve realized:

That’s communication, too.

Leadership Lesson: The Silence is Communicating, Too

We tend to think communication is about what people say.

The presentation.

The email.

The feedback.

The difficult conversation.

But some of the most important communication happening on a team never comes out of anyone’s mouth.

It’s the silence after a leader asks, “Does anyone disagree?”

It’s the employee who stops offering ideas after being interrupted one too many times.

It’s the team that nods through a change announcement and then has the real conversation after the meeting.

It’s the leader who knows exactly what needs to be said...and leaves the room without saying it.

Silence communicates.

The question is whether we’re paying attention.

*I say all the time that **everything begins and ends with communication.***

But communication isn’t just about speaking well.

Leadership requires enough self-awareness, social awareness, and emotional intelligence to notice what’s happening around us—even when nobody is saying it out loud.

Sometimes that means listening to what someone says.

Sometimes it means noticing what they didn’t say.

And sometimes it means having the courage to ask:

“I noticed you got quiet. What are you thinking?”

Because people don’t always need another leader who knows what to say.

*Sometimes they need a leader who **notices.***

And sometimes?

You’re the person who’s gotten quiet.

You know your work.

You’ve earned your seat.

You have the idea.

You see the problem.

You know what needs to be said.

But when the moment comes, you hesitate. You second-guess yourself. Someone else starts talking, and the meeting moves on.

You don’t have to become the loudest person in the room.

*But you do have to learn to **trust the voice you’ve already earned.***

That idea is especially aligned with the transformation identified in your Builder Identity report: moving from having the answer but suppressing it to preparing differently, choosing differently, and actually saying it when the moment matters.

Put It Into Practice

In your next meeting, don’t just listen to the conversation.

Read the room.

Pay attention to:

- ♦ Who is contributing—and who isn’t?
- ♦ Did someone start to speak and then stop?
- ♦ Did the energy shift when a particular topic came up?
- ♦ Is everyone agreeing...a little too easily? 🙄
- ♦ And most importantly: **What isn’t being said?**

But don’t assume you know what someone’s silence means.

Get curious.

Ask.

Listen.

*And if **you’re** the one holding something back, ask yourself:*

What would I say right now if I trusted the voice I’ve already earned?

Then find the courage to say it.

Want to Take This One Step Further?

If today's conversation has you thinking about the conversations happening—or not happening—on your team, I've created a new resource to help.

*Know What You Need to Say Before You Walk Into the Room
The 10-Minute Difficult Conversation Prep*

It's a practical tool designed to help you prepare to have a difficult conversation by prepping to get clear on what happened, what needs to be said, and how you want to show up before you walk into the room.

[Download the Difficult Conversation Prep Guide](#)

What's Happening at LFS

This week, I've been doing some of this same listening and observing inside my own business.

I've been taking a closer look at the systems, content, resources, and processes we've been building and asking a bigger question:

Is everything we're creating actually supporting where LFS is going?

Sometimes growth isn't about adding another thing.

Sometimes it's about stepping back long enough to notice what isn't working, what isn't connected, and what needs to change before you keep building.

That's leadership, too.

And yes, I'm learning that lesson in real time. IJS!

From Show Up Like You Mean it

One of the themes running throughout Show Up Like You Mean It is learning to trust yourself enough to use your voice—even when doing so feels uncomfortable.

Because showing up authentically doesn't mean having something to say about everything.

It means recognizing the moments when your voice matters and choosing not to shrink when they arrive.

You don't need permission to use a voice you've already earned.

Learn More About [Show Up Like You Mean It](#)

Visual Reminder



Sometimes leadership is less about having the microphone - and more about reading the room.

I'd Love to Hear From You

Here's my question for you this week:

Have you ever been in a meeting where you could feel that something important wasn't being said?

Maybe you noticed someone else holding back.

*Maybe **you** were the person holding back.*

What happened?

Hit reply and tell me. I read your responses—and some of the best Leadership Unscripted conversations have started there.

Until next Tuesday, remember:

Listen to what's being said. Pay attention to what isn't. And trust the voice you've already earned.

Show Up. Do You.

With appreciation,
Paula R Jenkins
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Founder, The Live By Example Speaker
"Everything Begins and Ends with Communication."

P.S. Know someone who would enjoy one honest leadership conversation every Tuesday? Forward this email and invite them to join our Leadership Unscripted community.

*If someone forwarded this newsletter to you, I'd love to invite you to join our community. Every Tuesday, Leadership Unscripted is one conversation designed to help leaders communicate with more confidence, authenticity, and emotional intelligence. **[Click here to subscribe](#)***

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