



Happy Tuesday, \$[UD:FIRST_NAME|]!\$!

Stop Shrinking in the Conversation

You know the conversation.

The one you have replayed in your head twelve different ways.

You have rewritten the opening. Questioned whether you are overreacting. Worried about how the other person will respond.

And somehow, you still have not said what needs to be said.

I understand.

I have delayed conversations too. Not because I did not recognize the problem, but because I wanted to get every word exactly right. Here is the hard truth: The conversation usually does not get easier because you waited.

It gets heavier.

While you are rehearsing, the issue is still affecting the relationship, the team or the work.

Trust begins to erode.

Accountability becomes optional.

Other people notice what the leader is avoiding, even when nobody says it out loud.

Why capable leaders shrink

Leaders do not always avoid difficult conversations because they lack knowledge or experience.

Sometimes they hesitate because they are concerned about how they will be perceived.

- Will I sound too harsh?
- What if they become defensive?
- What if this damages the relationship?
- What if I say it wrong?

Those are real concerns. But silence also communicates something.

It can communicate that the behavior is acceptable, the issue does not matter or nobody will be held accountable.

Before you walk into the room

Get clear about three things:

1. What actually needs to be said?

- Name the real issue. Leave behind the watered-down version—and every unrelated frustration you have collected since 2017.

2. What outcome are you trying to create?

- Are you seeking clarity, accountability, changed behavior, or an opportunity to be heard?

3. How do you want the other person to experience you?

- Direct does not have to mean disrespectful. Honest does not have to mean harsh.
- Communication confidence is not saying everything you think.
- It is saying what needs to be said at the right volume, with clarity, courage, and intention.

You earned the seat.

Trust the voice you have already earned—and use it.

Visual Reminder



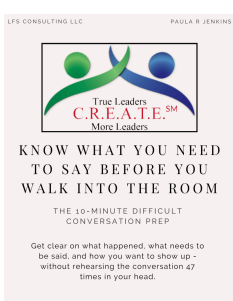
Trust the voice you've already earned—without shrinking or scorching the room.

Need help preparing?

My free 10-Minute Difficult Conversation Prep Guide will help you clarify the issue, identify the outcome you need, and prepare to enter the conversation with intention.

Everything begins and ends with communication—including the things nobody feels safe saying.

GET THE FREE GUIDE



Show Up. Do You.

With appreciation,

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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.

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