



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

The weather is changing, and I am not pleased. 😊

But the conversations this past week? Those have been good.

Across speaking engagements and conversations afterward, I kept coming back to tone, communication, and expectations.

Everything begins and ends with communication. And sometimes the trouble starts with what we think we have already communicated.

We think someone knows what we need.

We think our tone sounds fine.

We think “we talked about this” means we reached the same understanding.

Then we get frustrated when the other person does something different.

Did you say it—or assume they knew?

I have to raise my hand here, too. Something can be clear in my head without ever making it clearly out of my mouth.

Before you decide someone is ignoring an expectation, ask yourself:

- Did I explain what I needed and by when?
- Did I make room for questions?
- Did my tone invite a conversation?
- Did we confirm what we each understood?

That last one matters. “Does that make sense?” may get you a yes. “What are we each going to do next?” tells you a lot more.

This past week, I also helped kick off Women of Color: United in Leadership with eight cohort members. As chair, I’m excited about what we will learn together—and mindful that how we communicate from the beginning will shape that experience.

Several people also told me how much they get from this newsletter. Thank you. Knowing these words are helping you think, speak, or show up differently means a great deal to me.

As we enter the last quarter of the year, here is your question:

What expectation do you need to communicate more clearly this week?

Show Up. Do You.

Paula R Jenkins

Visual Reminder



Everything begins and ends with communication—including making sure we understand each other.

Let’s bring this conversation to your organization.

I’m booking speaking engagements, workshops, and leadership retreats for the remainder of 2026 and for 2027. If your leaders need support with communication, emotional intelligence, or difficult conversations, reply to this email. Let’s talk about what you’re planning.

Start a conversation with your book club or team.

My book, Show Up Like You Mean It: Living, Leading, and Speaking Your Truth, offers a place to begin. I’ve also created a companion discussion guide to help book clubs and teams turn the reading into conversation, reflection, and action.

Explore the book. *Already reading together? Reply to this email, and I’ll share the guide with you.*

P.S. Before you say, “They should know by now,” pause and ask yourself: “Have I actually made the expectation clear?” I’m keeping that reminder for myself, too.

If someone forwarded this newsletter to you, you’re welcome here. Every Tuesday, Leadership Unscripted offers one conversation to help leaders communicate with more confidence, authenticity, and emotional intelligence.

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