



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

If you're new to Leadership Unscripted, welcome! I'm glad you're here.

A friend checked me this past week. And she had a point. 😊

At the end of a meeting, I was carrying a heavy box. I was also limping and clearly in pain.

Someone took the box from me, and I said, "Okay—thanks!"

Later, a friend sent me a text about what she had seen. She reminded me that leaving the carrying to someone else did not make me any less of a team player.

Then she asked why I wasn't giving myself the same care and consideration I would give someone else.

Whew.

My response?

"It's my natural instinct to help—it's who I am! Thank you for the reminder and for checking me! Love you for it!"

Helping is my instinct. But she saw what that instinct was costing me in that moment—and cared enough to say something.

What do we do when someone tells us something we need to hear?

We say we want people to speak up.

Give us feedback.

Tell us when something isn't working.

Be honest with us.

But when they do, we may immediately explain our intentions, question their delivery, or tell them why they have it wrong.

And somewhere in that response, the thing they needed us to hear gets lost.

I could explain why I picked up that box. It didn't change the fact that I was carrying it while limping.

That reminder applies to leadership, too.

- "I was only trying to help" doesn't answer someone's concern that we took over.
- "I wanted to be clear" doesn't tell us whether our tone shut down the conversation.

Our intentions matter. So does being willing to hear what someone else noticed.

Everything begins and ends with communication—including how we respond when the conversation is about us.

You don't have to agree with every piece of feedback. You can ask questions and share your perspective. But give yourself a moment to understand it before you begin defending yourself.

Sometimes the first response can simply be:

"Thank you for telling me. Let me think about that."

I'm grateful my friend spoke up. Now my part is to remember her words the next time my instinct to help has me doing something I need to let someone else do.

When someone gives you honest feedback, does your response make it easier for them to speak up again?

Show Up. Do You.

Paula R Jenkins

Visual Reminder



Sometimes I'm the one who needs the reminder. 😊

Let's bring this conversation to your organization.

How leaders give and receive feedback affects trust, communication, and whether people speak up.

I'm booking speaking engagements, workshops, and leadership retreats for the remainder of 2026 and for 2027. If this is a conversation your leaders need, 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, can also help you begin these conversations with your team or book club.

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

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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