

Speak Up

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Dialogue

How to Help Others Speak Truth to Power

- Conversational habits: who we listen to and who we don't.
- Speaking up and listening up go hand in hand?
- Power affects what gets said and what gets heard.

Step into people's shoes...

Why you need to listen:

Why comes down to whether or not you really value the opinion of others. Our belief that as the boss we must already have the answers (and therefore not seek them from others) is deeply ingrained.

"Who" helps you identify the voices that you really want and need to hear.

CEO example --> "Be bright, be quick, be gone."

Thinking through the where. Where is the place that will put the other person at ease.

Example - walking around a park.

Desk -- barriers between you.

When -- the right moment for someone to be able to speak up.

Having margin in one's schedule.

What -- is the language you use:

Proactively invite challenge and debate.

What do you know that I need to know, but will never be told?!

if there were to be a different perspective on this issue what would it be?

Traps

1. We forget how scary we are / we're blind to our own power

Most leaders are blind to just how difficult it is for others to speak up to them.

3. We don't question our list of whose opinion counts
4. We send shut up signals instead of speak up ones (notice the signals you send when others are speaking up to you)

To notice

Your jokes seems to be getting funnier
It's not you they want to tell

References