

Be Bold (Hold Their Hand While You Hold Their Feet to the Fire)

WHAT: Be Bold

WHY: To hold a mirror to leaders, driven by our desire and moral and ethical obligation, to see them become their highest self.

HOW: **Hold Their Hand While You Hold Their Feet to the Fire**

Be Compassionate

Before responding, make sure it's from a place of kindness, not from anger or judgment, or from your own triggers. Breathe. Shift in your chair. Place both feet on the floor.

- "I need a moment to process or absorb where we are."
- "I'm feeling triggered and need to take a moment."
- "I can imagine how this [what the leader just said] might have landed on the teacher."

Be Unattached to a Specific Outcome

- "I've heard you complain about [_____] during our last three coaching sessions. What do you want to do about it?"

Interrupt Patterns

- "Practice saying that long explanation in two sentences."
- "When you say _____, I hear a fixed mindset."
- "A strength of yours is asking for feedback. What keeps you from using that approach with your colleague?"
- "You committed to doing _____. You didn't do it. What happened?"
- "I don't hear you owning the development of your leaders. What do you need to do to make that change?"

Engage with the 7EQs

- "The new policy you instituted has the potential to undermine your commitment to creating a sense of belonging."
- "When you didn't respond to the teacher's comment, can you see that you missed an opportunity to interrupt racism/sexism/etc.?"

Potential Traps

- Being attached to the outcome
- Probing through curiosity rather than naming what you hear and see
- Allowing your ego, anger, or impatience to drive your conversation and responses
- Needing to be right or to even a score
- Using the situation to gain power
- Being conflict averse

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