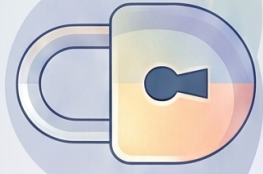
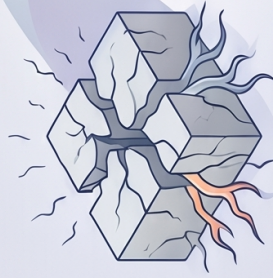


Leading Beyond Avoidance: The Courage to Speak Out

PROBLEM

The Hidden Cost of Avoidance



The Cultural Impact of Silence

Avoidant behaviours negatively influence staff wellbeing, workload, effectiveness, and pupil learning results.

The “Little i” Trap

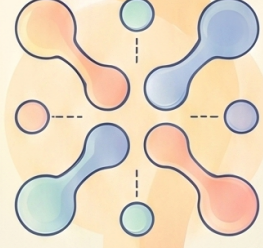
We disempower ourselves when we believe others’ feelings are more significant than our needs.

The Feedback Paradox

Holding back information that would improve performance is often unkind, despite intending to be kind.

SOLUTION

Building a Courageous Culture



Agree a Team Formula

Commit to a shared standard: respecting not blaming, being truthful, and being well-intended.

Use Courageous Starting Phrases

Utilise prompts like “What was your intention?” or “Please clarify what you mean.”

Embed Regular Practice

Revisit the formula in every team meeting to share the responsibility of being courageous.