

tnc25

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BRIGHTER TOGETHER

The Art of Tough Talks: How to Say the Hard Things Without Making It Weird

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*THERE IS NO PASSION
TO BE FOUND PLAYING SMALL-
IN SETTling FOR A LIFE THAT
IS LESS THAN THE ONE
YOU ARE CAPABLE
OF LIVING.
Nelson Mandela*

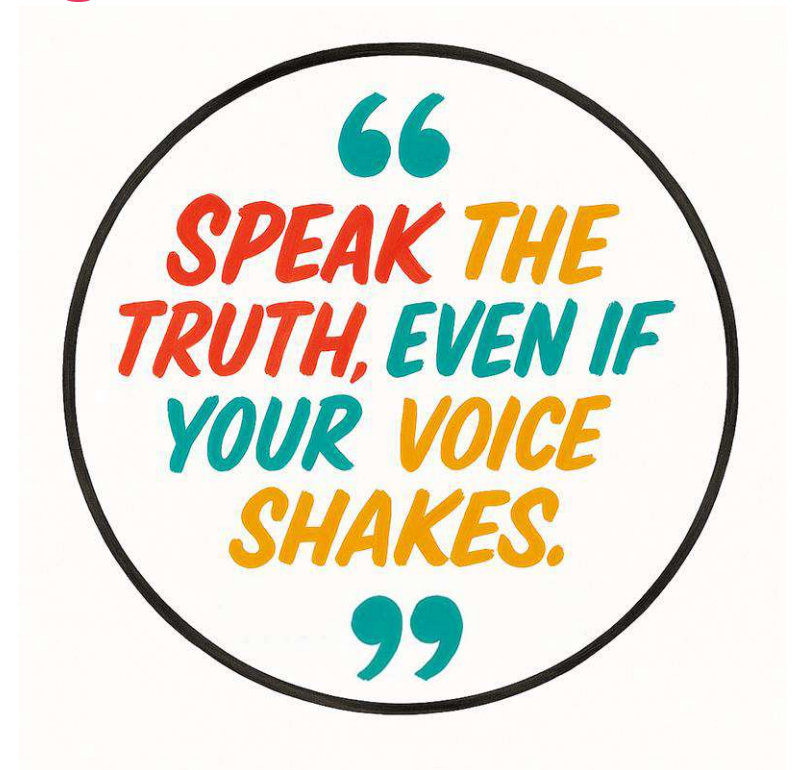


Mindset Check Before the Tough Talk

You're not in a courtroom —
no need to win

Use curiosity, not judgment:
'Help me understand...'

Breathe first. Speak second



Name the Awkward

Reduces tension by **naming the elephant**.

Signals psychological safety—you're not pretending everything's fine.

Builds trust by modeling openness.

Conversation Starters for Tough Talks

- This isn't an easy conversation to have....
- I'd like to unpack what just happened.....
- I'd like to talk about something that might be a bit uncomfortable, but I think it's important.
- I want to share some thoughts.....
- I know this might not be an easy topic — I appreciate you being willing to talk about it.

After the Conversation: Now What?

**LET THE
DUST
SETTLE
AND STAY
OPEN.**

- ✓ Check in afterwards
- ✓ Appreciate the effort
- ✓ Clarify next steps

**IF YOU CHANGE
NOTHING,
NOTHING WILL
CHANGE**

Thank you

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