



SAY THE HARD THING

A Leadership Tip

Are you avoiding a conversation you need to have?

The fear of conflict is one of the biggest contributors to unhealthy teams. Most of us walk away from hard conversations asking these two questions:

- *Did I stay calm?*
- *Were my intentions good?*

Those matter, but they miss the most important two questions to ask about a hard conversation:

- *Did we talk about the real issue?*
- *Did the conversation make things better or worse?*

THE SIMPLE TRICK

Before your next difficult conversation, write down the exact sentence you need to say.

- Put it in your phone, on a sticky note, or even on your hand.
- Don't leave the room until you've said that exact sentence.

This forces you to cut through small talk, avoid circling around the issue, and courageously address what matters most.

This Week's Challenge

Think of one conversation you've been avoiding.

1. Write the exact sentence you need to say.
2. Keep it in front of you.
3. Don't leave until you've said it.

Hard conversations become holy ground when we approach them with honesty and love.