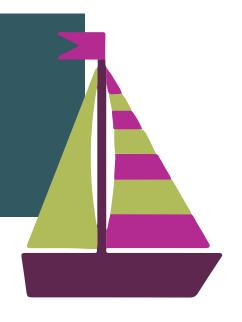
# LIFELINES for Leaders



# 1. READY YOURSELF

- "Pause to breathe and get grounded before approaching a colleague."
- "Ask yourself: 'I wonder what's behind their reaction?""
- "Be ready to listen, not lead."

# 2. APPROACH WARMLY OR SILENTLY

- "Knock gently and say, 'Can we connect for a moment?""
- "Show up with kind eyes, a relaxed face, and patience in your posture."

# 3. EXPRESS EMPATHY

- "Say, 'That sounds heavy.""
- "Say, 'That must have felt like a lot.""
- "Share a moment of connection: 'I've felt that way too.""

# 4. NOTICE & VALIDATE THEIR EMOTIONS

- "Say, 'I can see why you'd feel frustrated by that situation."
- "Say, 'That sounds confusing. Want to talk it through?""



# 5. OFFER CHOICES

- "Would you rather talk now or circle back after lunch?"
- "Want to walk and talk or sit down somewhere quiet?"

#### **6. OFFER SUPPORTIVE SILENCE**

- "Give space. Nod. Be still."
- "Don't rush to fix. Just stay."

# 7. ASK OPEN-ENDED QUESTIONS

- "What's weighing on you right now?"
- "Help me understand what you need most today."

# 8. SIMPLIFY LANGUAGE

 "Slow your speech. Skip the jargon. No advice unless asked."

#### 9. PRACTICE SOUND MINIMALISM

- "Pause. Turn off phone alerts. Create quiet together."
- "Say, 'Let's take a few minutes of quiet to gather our thoughts."

#### **10. REDUCE VISUAL CLUTTER**

- "Clear the space—physically and mentally."
- "Say, 'Let's pull up just this one thing to focus on.""

# TRANSFORM YOUR PD WITH BITE-SIZED TRAININGS Press play and watch bite-sized trainings that deliver real inclusion strategies in minutes. | Chose Your Own Adventure-Click on the Phrases Below and Dive into Mini-Bytes Tailored to Each Topic work of the properties of the Phrases Below and Dive into Mini-Bytes Tailored to Each Topic work of the properties of the propertie

