

## Tool for when circumstances require you to take a stand

This tool provides a way to figure out whether or not to take a stand in particular circumstances, and if so, how.

- Hold for a moment and consider the bigger picture:
  - Is this an opportunity to take a stand?
  - If I/we do speak, will it help to clarify things and to foster working together?
  - If I/we don't speak, will the opportunity pass or will things get worse?
- Don't be afraid to go to the hard places, and as you travel there, endeavour to be a calming presence.
- Say what's on your mind: use clear statements and deliver messages in a way that will leave people feeling okay about themselves.
- Acknowledge your emotions and explain why you feel this way.
- Invite questions and offer people the opportunity to talk more later, either during the meeting or one to one.
- Express passion from the heart and stand by your convictions.