

WHEN THE TEAM GOES SILENT

Quick Reference from Ava's Notebook

What's Happening

The team's silence isn't absence—it's feedback.

It often means:

- They feel unheard or uncertain.
- There's unspoken frustration.
- You've drifted from connection, not performance.

Ava's Note: "Silence has a story. Listen before you fix."

IMPACT: "I can't hear truth when I'm busy defending myself."

Step 3: Reconnect Through Curiosity

How it shows up

Your words and actions drift from what you said you value.

You focus on outcomes, not alignment.

Try this instead:

- Review your top 3 leadership values,
- Ask, "Did my last decision reflect my values—or my fear?"

IMPACT: Rebuilds internal consistency and credibility.

Step 3: Revisit Your Values

How it shows up

Your words and actions drift from what you said you value.

You focus on outcomes, not alignment

Try this instead:

- Review your top leadership values.
- Ask, "Did my last decision reflect my values—or my fear?"

IMPACT: *Values are my compass when connection feels lost.*

AVA'S Note: "Courage doesn't always roar—sometimes it sounds like a question."

THE LEADERSHIP RESET

3 Questions to Recenter

1. Does my response reflect my values or my fear?
2. What truth might their silence be trying to tell me?
3. How can I make it safe for them to speak again?

IMPACT: "Becoming Ava means leaning into the quiet until it speaks truth."

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