Courageous Conversation Scripts

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Welcome

Inside the **Success Without The Burnout** Masterclass, we explored how burnout shows up, how it impairs our performance, and the framework to spot when you are at a fork in the road to choose the upgrade.

These Scripts are designed to help you follow through on holding the courageous conversations that may be part of your upgraded actions for better outcomes.

How to use these Scripts

Sometimes the hardest part is getting started. It can help to have opening statements that frame the conversation in a way that lands with your audience, even when sensitive.

The bold line is how you open. Under it, use the lines in order, or pick the ones that fit your situation. Say them out loud once before the real conversation, and change any words that don't sound like you.

Soliciting candid feedback

Asking for the raise / promotion

Saying no to more work

Delegating the outcome

Voicing a contrarian view

Sharing your wins

Responding to a lost temper

Giving difficult feedback

Soliciting Candid Feedback

Extract valuable constructive feedback from your manager

I value your perspective and advice.

What feedback do you have for me?

Just so you know, I have thick skin, so I would really appreciate you being candid.

I trust you to want what's best for me and to tell me what I need to hear to grow. In fact, if you don't tell me, I may never hear it from others.

Here are areas that I have come up with as my development opportunities. Do you agree with these? Are they all relevant? Are there others I haven't thought of?

Voicing A Contrarian View

Question the group's thinking by sharing your view

This is just one person's view, what about...?

One thing that I keep coming back to is...

Can anyone offer a contrarian view?

What about these risks?

What if we... instead?

Is anyone else wondering about...?

I'm trying to look at this from different angles, what about...?

Asking For The Raise / Promotion

Find out where you stand, what it takes, and when

Before we jump into business objectives, I'd like to take the first few minutes of our one-on-one to discuss my career development.

As you know I am ambitious and am always looking to grow my impact in the business and continue learning.

The most important motivator for me is... (promotion, compensation, content of work, flexibility, etc.)

I'm asking to be considered for... (promotion, raise, expanded scope)

I value your input and advice. How far off am I from this goal?

What timeline is realistic?

What would I need to show you to get there by then?

Let's agree on when we'll check in on my progress.

Sharing Your Wins

Keep leaders informed of your results without bragging

I know we all have so much going on, so I want to be sure I keep you in the loop on what is happening in my area of the business.

Here is what has gone well... (business results, qualitative feedback, milestones)

Here is why it matters... (quantified impact to top or bottom line)

Here is feedback I have received on how I have delivered these results...

My next focus from here is on...

I am open to your input or direction.



Saying No To More Work

Delicately presenting tradeoff decisions given infinite demand

I am always on board to help.

And I want to make sure this gets done well.

I know we already have these priorities at the top of the list.

Where should this one go on the list? I know everything is important and we'd all love it done yesterday.

Here's how we could advance that goal, what we would need...

Here is how our current priorities will be impacted... (what moves, and to when)

Which direction do you want us to take?



Responding To Lost Temper

When a colleague acts unprofessionally

I realize this is a challenging situation.

If it is aimed at you:
That said, I will not be spoken to in an unprofessional way.
I'll give you some space. When you want to turn back to the business and what we do next, let me know.

If emotions are running high in the room:
It sounds like we should take a beat. Let's circle back later to come up with solutions.

If they are venting about someone else:
I don't know the whole story, but it sounds like a conversation you need to have with that person. I'll leave you to it.

Delegating The Outcome

Assigning a result instead of a single task

Here is an opportunity for exposure, visibility, and impact.

The business outcome I am turning over to you to own is...

We will know it is done when... (the result, the date, and who sees it)

To carry this out it includes:

- Monitoring the business in this area
- Noticing when action is required
- Setting the direction for how to solve the problem
- Engaging the necessary people and resources
- Managing execution of the plan
- Keeping me and other stakeholders posted on progress along the way
- Flagging risks to the solution and the timeline we agreed

The limits are... (budget, timeline, what you can't commit to without me)

You can decide these on your own and just tell me: ... Check with me before: ...

I'll be here to serve as a sounding board in our one-on-ones, where I'll ask three things: where you are against the definition of done, what's at risk, and what you need from me.

Giving Difficult Feedback

Help this colleague improve their performance

Are you open to some feedback on...?

Here is what's working well... Here is where there is opportunity to make it even better...

These are examples I've observed... Here is why it counts...

What ideas do you have to address this feedback?

Masterclass Tool #1:

Finding The Fork In The Road

Mission Impossible to Mission Possible. Pair it with "Asking For The Raise / Promotion."

Answer these questions to find the interpretation of the facts around you that will move you forward.

Find Your Default Road

- What's happening at work right now? Just the **facts**, what anyone would agree on.
- What are you **telling yourself** about it?
- How do you **feel** when you think that?
- What do you end up **doing** when you feel that way?
- What's that **getting you**?

Choose The Upgrade

- What **outcome** do you actually want here?
- What would you need to **do** to get it?
- What would you need to **believe** to do that?
- If that feels like too big a jump, what's a **thought** in between that you can believe today?

What's one thing you'll do in the next 48 hours? For example:

- Ask for the rewards and recognition you want.
- Share a win with someone whose support matters.
- Hand off one task and ask for the outcome.

Masterclass Tool #2:

Stakeholder Map

Game of Thrones to Game of Strategy. Pair it with "Sharing Your Wins."

Evaluate your professional relationships and what needs to change.

- Write down **three people** whose support matters most for your success.
- **Rate** each relationship from 1 to 5, from 1 as "no relationship" to 5 as "trusted advocate". Where is it today?
- For each person, write down what they care about most right now. What's their **priority**?
- Now write down one way your work **helps them** get that and how to make that link explicit.
- Pick one **action** for each person in the next two weeks.
  - A 15-minute check-in.
  - Asking for their advice.
  - Sharing a win that helps their goals.
  - Asking others how you can be helpful to them.
  - A quick weekly email to your boss with 3 wins.
  - Have a heart-to-heart on long-standing conflict to clear the air and get aligned.
  - Write the first line of the message you'll send.

Person	Rating	Their Priority	How My Work Helps	My Action
1.				
2.				
3.				

Masterclass Tool #3:

ROI Lens On Prioritizing Your Effort

Single Gear of All-In to Multi-Gear Throttle. Pair it with "Delegating The Outcome."

Use this to optimize how you spend your time for more impact.

- What **20%** of your effort creates 80% of your results?

- Of the other **80%** of effort:
  - What can be **eliminated** altogether?
  - What can be **automated**?
  - What can be **delegated** and then monitored and guided as needed?

- Write down which projects get "**good enough**" and which get your **best**.

- Block 2 **mornings** a week in your calendar now to work on your highest ROI projects that get your best.

- Stop **checking messages** outside work hours. Keep an emergency line for true emergencies, so time away from work lets you return sharper.

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What happens next

Congratulations on attending the Success Without The Burnout Masterclass.

You've taken time to step back, reflect on where you are today, where you'd like to go, and what may be standing in your way. Now it's time to turn those **insights into action**.

The Scripts help you start the conversation. → Coaching helps you **become** the leader who communicates confidently.

The Scripts help you say what you want. → Coaching helps you **build** the skills to get it, even when things are hard.

The Scripts help your relationships feel more authentic. → Coaching builds trust and **advocates** among your stakeholders.

You don't need to figure this out alone. A faster way forward is having someone help you see your situation from a different perspective, so you can think more clearly and navigate challenges.

What to expect from coaching

- Clarify your long-term career **vision** and priorities.
- Prepare for important **conversations** before they occur.
- Challenge blind spots and **assumptions** that may be limiting your growth.
- **Refine** your approach after successes, setbacks, and difficult decisions.
- Turn new ideas into consistent **habits** and lasting behavior change.
- **Focus** on what matters most even when work becomes busy or overwhelming.
- Continue **growing** as your role, responsibilities, and goals evolve.

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What clients experience

In an independent, anonymous survey 100% of surveyed clients said my coaching helped their performance. Specifically clients:

- Become more **decisive**.
- Feel **calmer** under pressure.
- Build stronger **relationships**.
- Communicate with greater **confidence**.
- See **opportunities** previously overlooked.
- Take **action** more quickly.
- **Enjoy** work and life more.

During your Career Strategy Consultation

✓ We review your upcoming **Courageous Conversations** together.

✓ We identify where you're leaving results, recognition, or ease on the table.

✓ We identify blind spots that may be difficult to see on your own.

✓ We prioritize where to focus first.

✓ We build a practical plan to increase the ROI of your career.

✓ If one-on-one coaching is the best way to speed your progress, I'll walk you through exactly how it works.

Your career deserves the same intentional leadership you bring to your business.

Schedule your complimentary **Career Strategy Consultation** at: www.CheriGregov.com