



Positive Work Ways Tool

How to Lead a Positive Work Ways Conversation- 5 Steps

Why This Works



When people feel safe, seen, and supported, they think more clearly and respond more creatively.

This framework helps shift conversations from problem loops into possibility, using simple tools that calm the system and focus the mind.

Use it in 1:1s, team discussions, or leadership moments — wherever you want better thinking and better outcomes.

1

Start With Intention

- Ask: "What does good look like?"
- Use a Grounding Breath to create presence if needed
- Get clear on purpose: "What would be useful to explore today?"

2

Explore Strengths & What's Already Working

- "What's going well — even in small ways?"
- "When has this been less of a challenge?"
- "What's helped before that we could use again?"

Tips for Great Conversations

- Use silence intentionally — let people think
- Avoid fixing. Ask, explore, reflect
- Don't aim to solve — aim to surface clarity and direction
- Trust that people know more than they realise when given the space to think

3

Use Scaling to Create Perspective

- "On a scale of 1–10, where are we now?"
- "What's one small step forward, or even just a half-step?"
- "What would 1 point higher look or feel like?"



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4

Name Resources & Support

- "What strengths or habits could help here?"
- "What support or conditions would make success more likely?"
- "What have you already done that moved this in the right direction?"

5

Close With Clarity


- "What's one small action we can take now?"
- "What will tell us it's working?"
- "When shall we check back in?"

 *Keep your tone calm, curious, and forward-focused. Less pressure = more insight*

Where to Use



- 1:1 conversations to support reflection, growth, or realignment
- Team discussions where priorities feel unclear or tension is rising
- Performance conversations that focus on development, not diagnosis
- Retrospectives and project reviews to extract insight, not blame
- Change and transition moments where focus and calm are needed
- Everyday leadership interactions where mindset matters as much as action

 *Repetition builds new pathways, and over time, it creates clearer thinking, calmer teams, and more productive communication. Used regularly this becomes the default communication style for you and your team.*

Want to take it further?

Ready to bring this work deeper into your organisation?



Read the full book: Positive Work Ways – building a brain friendly business.

Explore a Deep Dive, Lunch & Learn, or leadership programme via positiveworkways.com