



Not Bossy Nation Workshop

Inclusive Leadership: Building belonging & courage

60-Minute Facilitator Script

This document provides a 60-minute facilitator script for a "Not Bossy Nation" workshop focused on inclusive leadership. The script includes activities, discussion prompts, and a personal reflection exercise designed to help participants understand and practice inclusive leadership principles. The workshop aims to promote belonging and courage by emphasizing respectful communication, empathy, and active inclusion.



0–5 Minutes: Opening & Energy Set

Facilitator Says:

“Raise your hand if you’ve ever felt different.”

(Pause. Let hands go up.)

“Now keep your hand up if you’ve ever felt left out.”

(Pause again.)

“Here’s the truth: every single person in this room has felt that at some point. That’s why today matters.”

Today we’re talking about **inclusive leadership** — which means leading in a way that makes people feel seen, heard, and valued... even when we don’t think the same.

Leadership isn’t about being bossy. It’s about creating **belonging**.



5–15 Minutes: Different Lenses Activity

Activity: “Different Glasses”

Say:

“Imagine everyone is wearing invisible glasses.
Those glasses are shaped by their family, culture, personality, and experiences.”

Ask:

Have you ever disagreed with someone and thought, “How could they think that?”

What if their glasses are just different?

Small Group Discussion (3–4 students):

Prompt:

“Think of a time you saw something differently than a friend. What happened?”

Bring group back.

Debrief:

“Different doesn’t mean wrong. It means different.”

Write on board: Different ≠ Wrong



15–25 Minutes: What Is Inclusive Leadership?

Ask:

“What do you think inclusive means?”

Guide toward:

- Making space
- Listening
- Respecting differences

Teach This Definition:

Inclusive leadership means:

- Listening before judging
- Being curious instead of critical
- Making sure everyone feels like they belong

Say:

“A strong team isn’t made of people who think the same. It’s made of people who respect differences.”



25–40 Minutes: Respectful Disagreement Framework

Transition:

“Disagreement is normal. Disrespect is optional.”

Teach:

Pause → Listen → Respond

Step 1: Pause

Take a breath. Calm your body.

Step 2: Listen

Repeat what you heard:

“So you’re saying...”

Step 3: Respond

“I see it differently because...”

Role-Play Practice (10 Minutes)

Divide into pairs.

Scenario examples:

- Two students want different roles in a project
- One wants quiet, one wants music
- One thinks an idea is better

Instructions:

One person shares opinion.

Other practices Pause → Listen → Respond.

Switch roles.

Debrief Questions:

- What felt hard?
- What felt respectful?
- Did it change the tone?

Highlight:

Strong leaders don't dominate conversations. They elevate them.



40–50 Minutes: Courage in Action

Say:

“It takes courage to:

- Speak up
- Listen deeply
- Admit mistakes
- Stand up for someone being excluded”

Ask:

“What does courage look like in this school?”

Let students answer.

Then ask:

“What does belonging feel like?”

Let them describe it.

Write words on board (safe, included, valued, respected).

Say:

“That’s what leaders create.”



50–55 Minutes: Personal Reflection

Hand out worksheet or have them journal:

Complete these:

I feel included when _____.

I feel different when _____.

One way I can help someone feel included this week is _____.

Give quiet writing time.



55–60 Minutes: Closing Challenge

Say:

“Leadership is not about being the loudest person in the room. It’s about making sure everyone has a place in the room.”

Challenge:

“This week, I want you to notice:

- Who’s alone
- Who’s quiet
- Who’s different

And choose one small act of inclusion.”

Close with: “Welcome to Not Bossy Nation, where leaders don’t push people out. They bring people in.”



Optional Add-Ons

Measurable Outcome Idea:

Have students write one commitment on a sticky note and post it on a “Belonging Wall.”

For Educators:

End with quick exit ticket: “Today I learned that inclusive leadership means _____.”