

The TRUTH About Speaking Up

From the work of Megan Reitz, Viktor O. Nilsson, Emma Day and John Higgins

on

Speaking Truth to Power

Speaking Up is impacted by
our experience of the
TRUTH ...

Trust

Risk

Understanding

Titles

How-to



Trust

How much do you TRUST the value of your own opinions ... and the opinions of others?

When the environment isn't right or our confidence is low, it can be easy to lose trust in our own opinions and think those of others are more important.

What would help you have confidence in your own opinions and enable you to speak up?



Risks

What RISKS are involved when you or others speak up?

It can be uncomfortable to speak up and we might imagine all sorts of risks or consequences. How many of them are really likely?

What are the risks, to you and others, of you not speaking up?



Understanding

Do you UNDERSTAND the politics of who says what to who ... and why?

Who's agenda will be affected by what you have to say, and what will that mean for them?

How can you speak up in a way which is seen as helpful rather than critical?



Titles

Are you aware of the TITLES and labels we attach to each other – and how they shape what gets said and heard?

What labels might you be giving others, or do you think they are giving you, that makes it difficult to speak up?

Would thinking about them differently and changing those labels make it easier to speak up?



How to

Do you know HOW to choose the right words and the right time in the right place so your message will be heard?

What's the core message you wish to be heard? What's your desired outcome?

How can you structure and deliver your message so people are glad you have spoken up?



Reflections ...

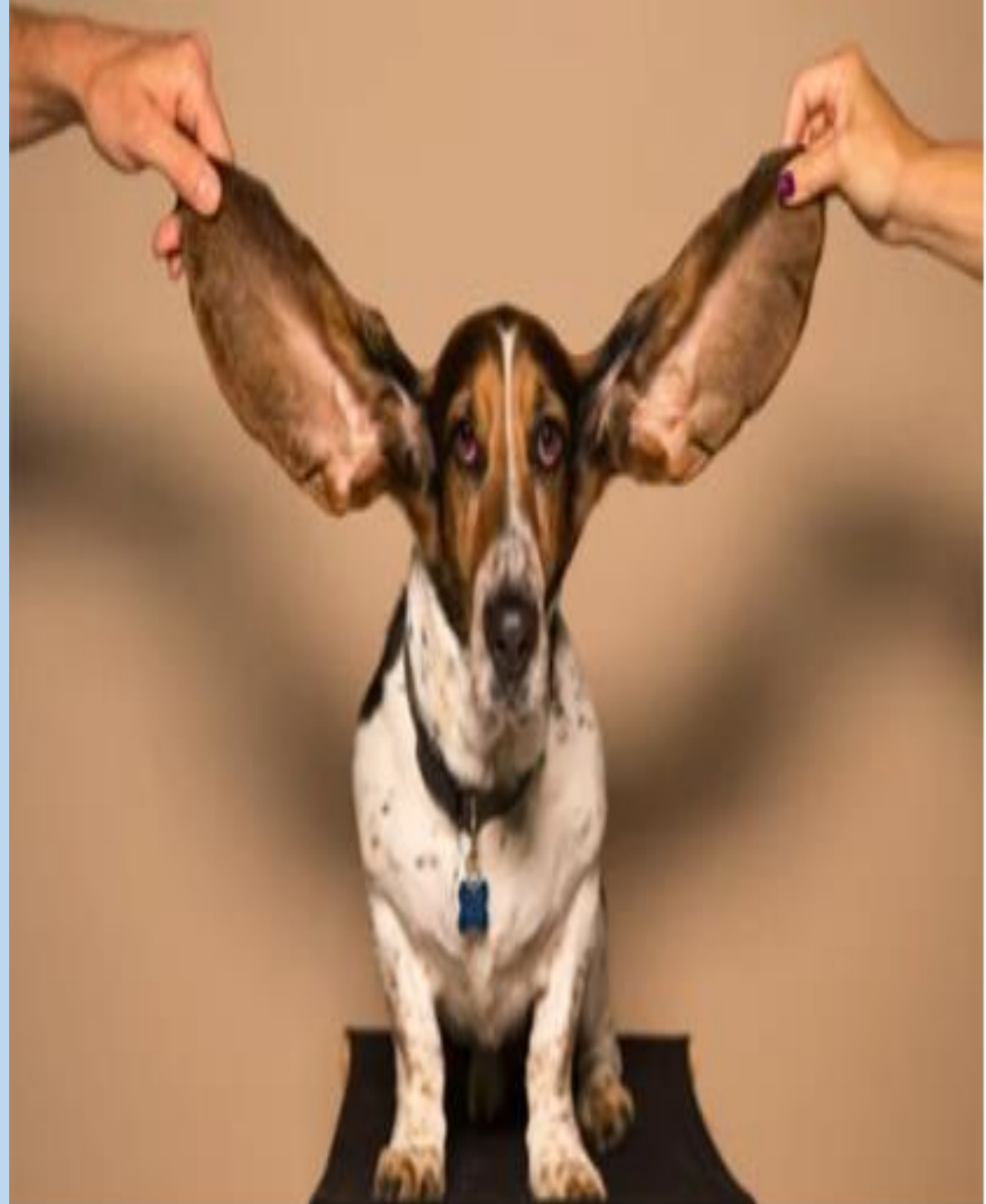
What stops you from speaking up?

What helps you to speak up?

*When could you speak up
more, or more effectively?*



Speaking Up
requires
Listening Up!



Some traps to Listening Up ...

We forget how scary we are!

We have a list ...

We send 'shut up' rather than 'speak up' signals.



We forget how scary we are!

Few people mean to be scary - but hierarchies, balances of power, connections, experience, confidence, etc, can all impact on other's perceptions of us. And that might mean they find us scary.

What could people find scary about you that might stop them from speaking up?



We have a list ...

... of people whose opinions we value
and we believe are worth listening to,
and people who aren't ...

Who is on your list, and why?

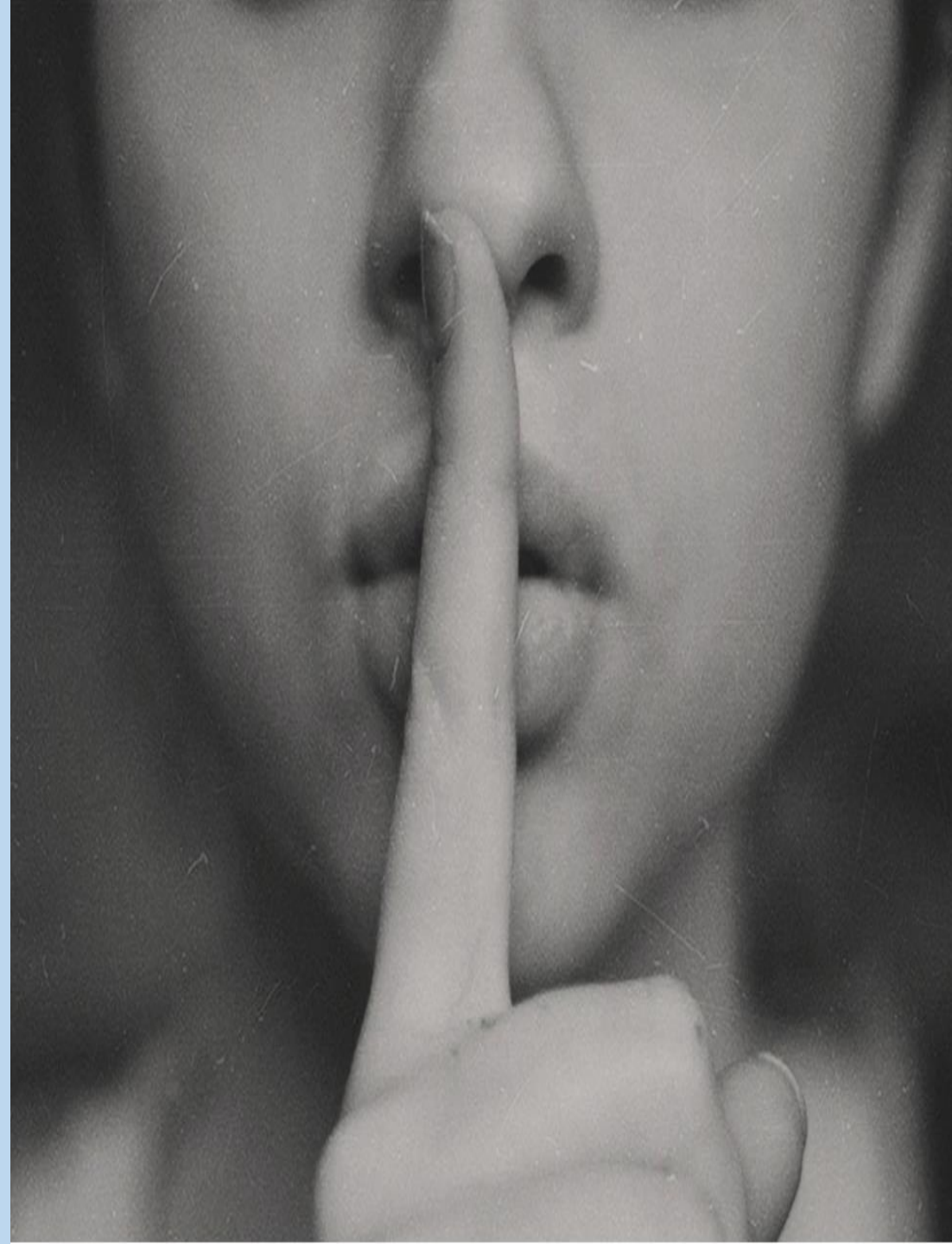
*What might you be missing by not valuing the
opinion of others and encouraging them to
speak up?*



We send 'shut up' rather than 'speak up' signals.

We say 'my door is always open ...' but then then we give that sigh, or that look, or we say 'I'm really busy at the moment', or we discourage discussion because it's not on the agenda, or it's too difficult to consider at the moment, etc.

What are you doing that says 'shut up' and discourages people from speaking up?



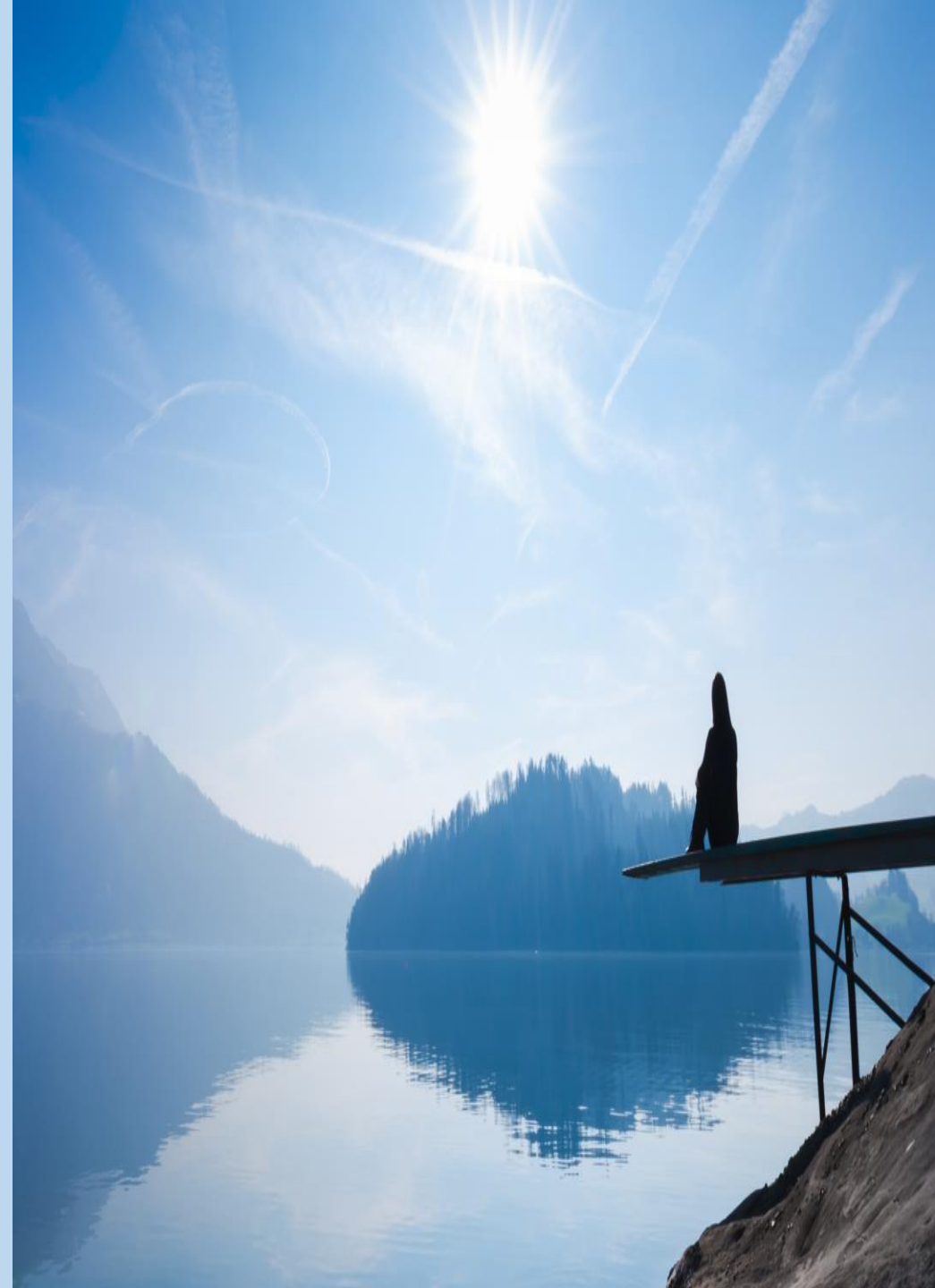
Reflections ...

What stops you from listening up?

Who do you listen to more?

Who do you listen to less?

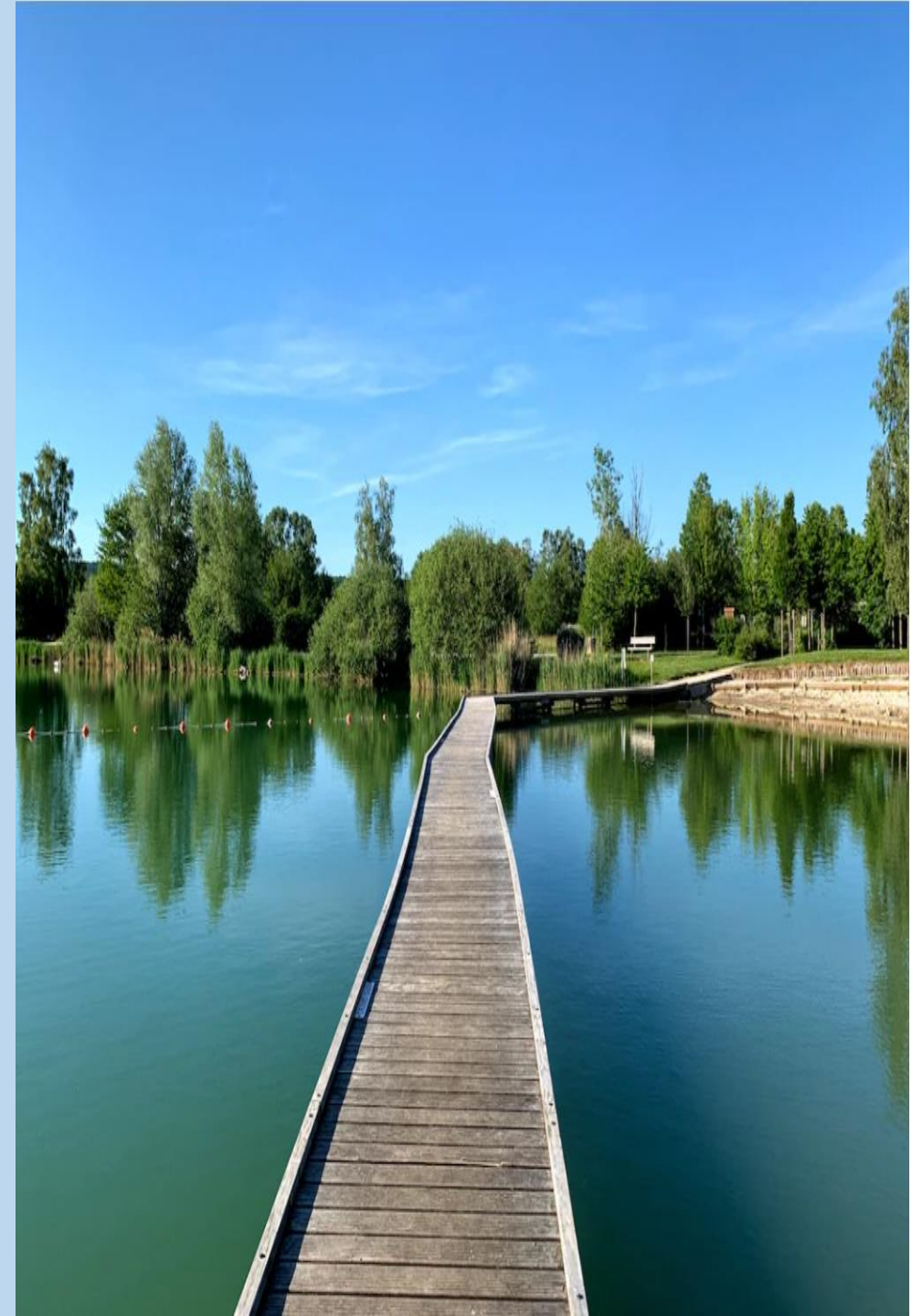
*When could you listen up
more, or more effectively?*



Actions ...

What do you need to help you speak up?

How will you encourage others to speak up?



For further information ...

[Hult Research: Speaking truth to power at work — Megan Reitz](#)

[How your power silences truth | Megan Reitz | TEDxHultAshridge - Bing video](#)



HULT
RESEARCH



Speaking truth to power at work

How we silence ourselves and others
- Interim survey results

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