

LEADING YOURSELF THROUGH CHANGE

Expressing Yourself
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A photograph of a savanna landscape at sunset. The sky is a gradient of pink, orange, and purple. In the foreground, there is a field of purple flowers. Two large acacia trees are visible in the middle ground, one on the left and one on the right. The text "EXPRESSING YOURSELF" is overlaid in a white box at the bottom center.

EXPRESSING YOURSELF



AGENDA TODAY

Our purpose is to help you prepare for any 'difficult' conversation you may want to have and support a 'speaking up' culture.

- Reconnect to previous session: Share learning from your experiments
- Recognise your role in nurturing a 'speak up' culture
- Recognising the importance of your values
- Identify initiating difficult conversations as a 4-phase process
- Practice initiating a difficult conversation
- Share impacts of your participation in this program.

1. CHANGE AS A FORCE OF NATURE

- Change evokes a variety of emotions
- Due to the nature of change, the fear of loss and uncertainty.
- You are a part of the 'living system' and constantly influencing.
- Your perspectives matter.
- You can focus on all three areas (you, structures, culture) for systemic change.
- Adapting with others will also improve your wellbeing.
- What you choose to do matters.



2. GROUNDED OPTIMISM

- In uncertainty be guided by your vision and values
- Your State of Mind impacts your experience of life
- We can manage our State of Mind with:
 - Foundational long-term strategies
 - Short term –managing in the moment strategies
- Remember your strength from your past resilience – use it to prepare
- Do something differently – what will you experiment with?

3 PHASES FOR MANAGING IN THE MOMENT



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GROUNDED OPTIMISM

Callist, Hirschberg & Patti (2014, 2015, 2016)
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REFLECTION ACTIVITY

1. Share your experiment with a partner. (5 min)
 - What was your experiment?
 - What did you expect to happen?
 - What happened?
 - What did you learn?
 - Who else was affected?
2. Share the outcome of your experiments with the table group (5 min)



DIFFERENT PERSPECTIVES MATTER, THEREFORE SPEAKING UP MATTERS





‘DIFFICULT’ CONVERSATIONS

Why do we call them ‘difficult’
conversations?

What gets in the way of initiating difficult
conversations?



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COMPLETE THESE SENTENCES:

A difficult conversation is...

I worry that...

People are...

When it comes to difficult conversations I am...



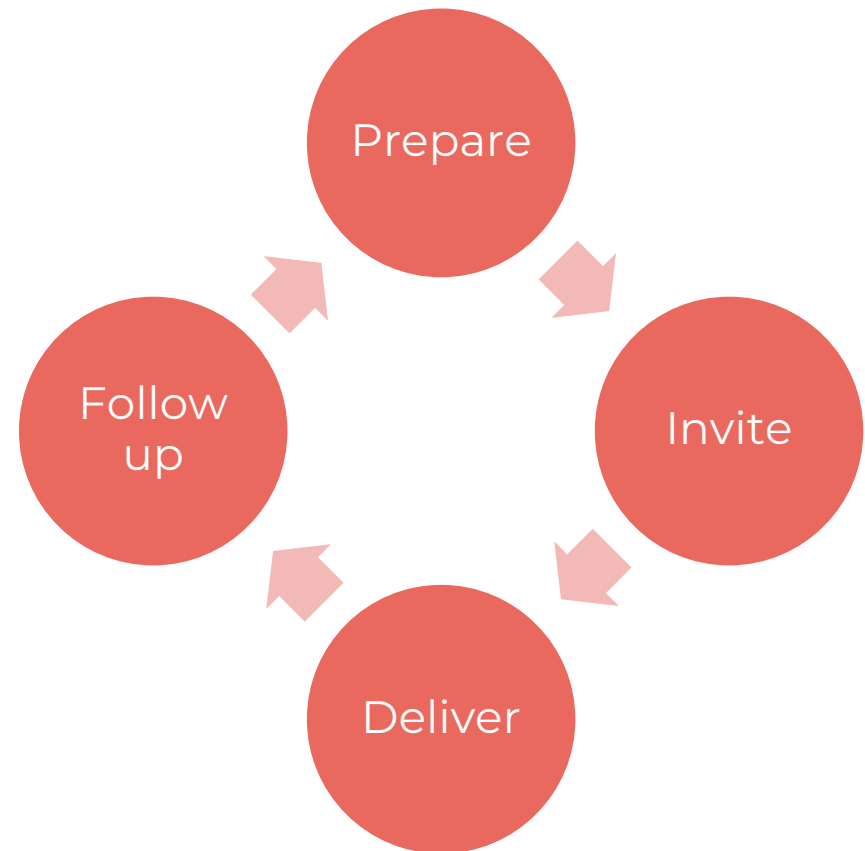
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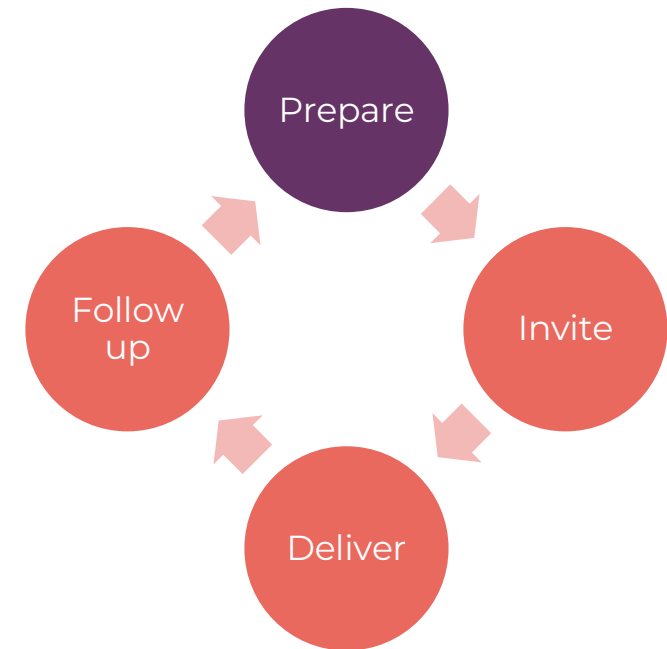
A FOUR PHASE PROCESS

PROBABLY MORE THAN
ONE CONVERSATION



VALUES IN CONTEXT

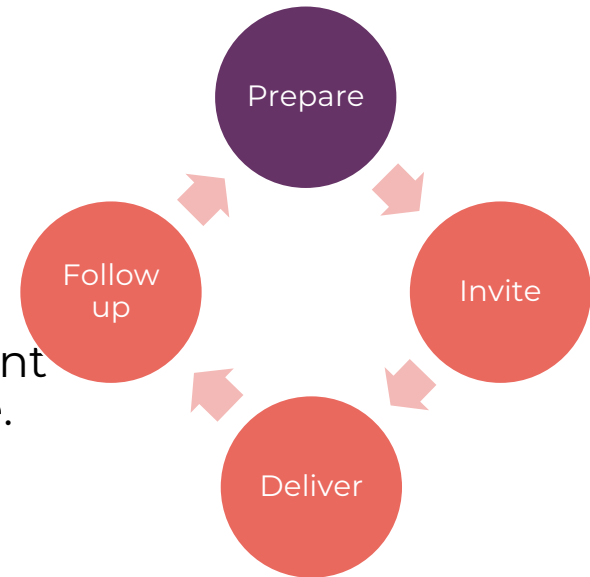
- In the context of your conversation, what is important to you?
- What do you value in this context?
- What does the other party value?
- How do you want to be seen?
- **The adaptive work:** How will you learn, understand, respect and accommodate the other person's values and perspectives?



INTENSITY: DEGREE OF ASSERTIVENESS

Influenced by your decision about how to communicate (email/in person).

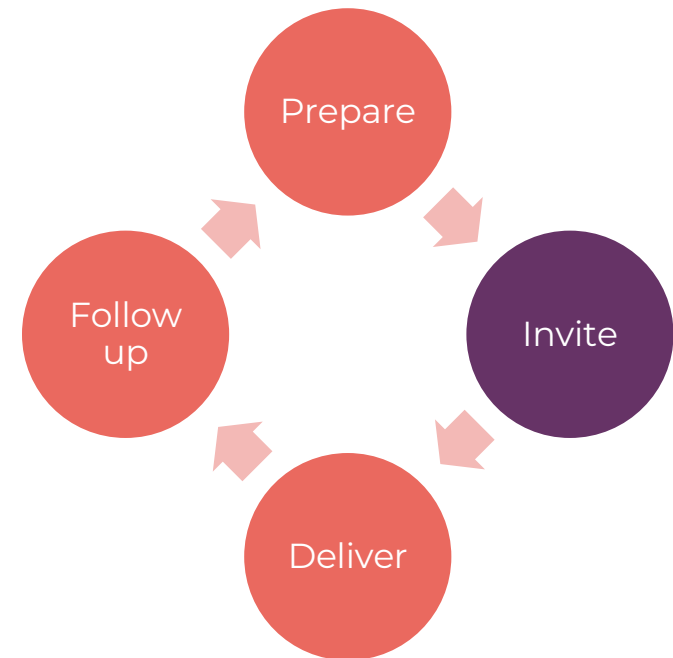
- **Low intensity, use when:**
 - situation is informal, stakes are low, or you're providing supportive feedback.
- **Moderate intensity, use when:**
 - teamwork and input are needed, and you want to be heard without coming off as aggressive.
- **High intensity, use when:**
 - the issue is critical and urgent, especially in high-stakes situations where the consequences of inaction are significant.



OPENING THE CONVERSATION

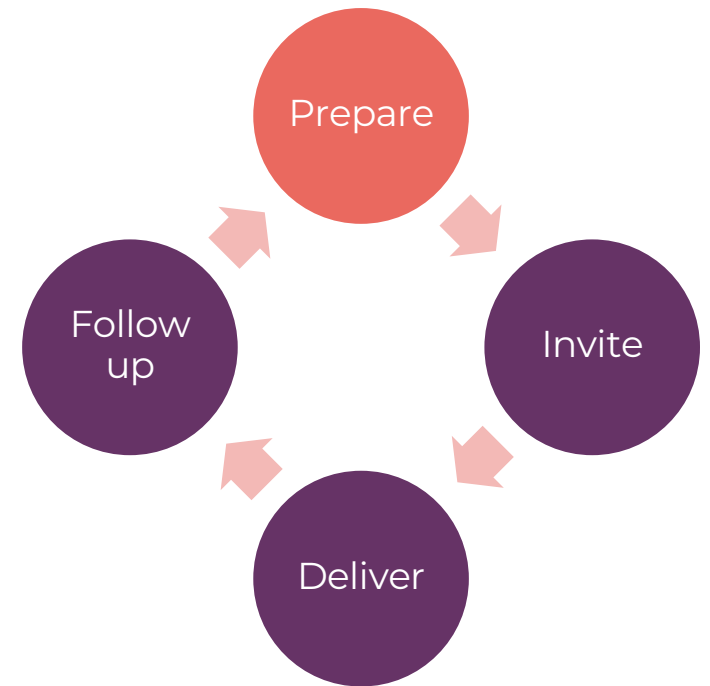
Practice opening the conversation you have in mind with a partner. Two rounds of 2 mins each so you both get a turn.

- Speaker - Share your opening lines and the intensity you will use.
- Listener - provide feedback. (What worked well.)



READ THE NEXT THREE PHASES

Read through the next three phases and identify any questions you have.



RIPPLES: OVER THE 3 SESSIONS

Consider these questions:

- What one idea, concept, process or tool had the biggest impact on you?
- What was that impact on you?

Use the template to record your thoughts then consider these questions and record your answers:

- What impact did this have on others in your work group/team and beyond?
- What surprised you the most about this program and its impact?



LEADING YOURSELF THROUGH CHANGE

KEY MESSAGES:

- The emotions evoked by change are natural.
- You are a part of the 'system' and constantly influencing.
- Your perspectives and what you choose to do, matter.
- In uncertainty be guided by your vision and values
- Your State of Mind impacts your experience of life.
- You can manage your State of Mind.
- You have a role in nurturing a 'speak up' culture.
- Recognise the importance of your values and remain open to adapting.
- Use a process to initiate 'difficult' conversations.

YOU HAVE EVOLVED TO LEARN AND ADAPT – YOU'VE GOT THIS!





FEEDBACK





KEEP IN TOUCH

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