



Raising Issues Practices

1. Whenever you realize that you are:

- not speaking up
- not expressing yourself clearly
- talking a lot and justifying yourself

(this can happen in a group setting like a meeting or a one-on-one setting like a delicate conversation)

2. Stop and do the following process:

- a. Ask yourself “What would I like/want/need to say (or do)?”
- b. Reflect on how you may be managing your image. **Ask yourself:**
 - i. “What do I fear people will think of me if I say (or do) it?”
 - ii. “What do I want people to think of me?”
 - iii. “How am I managing my image?”
 - iv. “What image do I want to promote or protect in this situation?”
 - v. “What is my At the Source goal in saying/doing it?”
- c. Continue the conversation by stating:

“my fears (optional) + my goal + what I want to say...”