

“The precision of naming takes away from the uniqueness of seeing.”

– Pierre Bonnard

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EMPOWERING PEOPLE PERFORMANCE

Identifying and naming a feeling is a powerful way to release the intensity, blocking them is ineffective.

Brene Brown talks about clarity demonstrating kindness.

The Elephant in the room has been used to encourage what was unsaid to be named.

When I work with teams, it's often the unsaid, that creates the greatest disruption. Points of views left unexpressed, ideas not contributed, upsets left festering.

The fall out of blocking our feelings on a personal level can be unhealthy. Having a safe place to work through deeper feelings and issues is important, in organisations EAP programs provide professional resources to access.

For teams, creating safe spaces, a container held by the agreements you make, the behaviours identified that are not OK and the ones that are OK is an important structure.

One that does not happen organically, time and space need to be set aside to have these conversations.

Teams that invest in this work, work better together, they get more done, in less time and are healthier and more sustainable.

Do you find these conversations easy or uncomfortable?

Pollyanna