



Raise voices sooner, get results faster

Speaking up, even when constructive in intent, can be threatening.

VOICE has the power to help people share ideas, question decisions, and challenge behaviors more frequently and productively. This will encourage engagement, inclusion, productivity, and innovation. Unless organizations actively equip their people to find their **VOICE**, silence reigns.



Notice the Moment

- Recognize the moment for when speaking up is the right thing to do
- Plan in advance how to respond in a speaking up moment



Manage Your Emotion

- Use The SCARF® Model to understand the potential social threat present in a speaking up moment
- Use proven scientific techniques to manage strong emotions when approaching a speaking up conversation



Challenge Productively

- Use positive SCARF® signals to speak up in a less threatening, more productive manner
- Acknowledge and encourage others to speak up to you

"You may not have meant to offend, but here is how I experienced that joke."

"I'm on your side and bringing this up because I care."

