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Bring in Your Authentic Whole Self



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Share Concerns Cross Hierarchy



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Introduce & Use Core Protocols



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Respond Productively (Curiosity over Blame)



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Host Failure Parties (Fail-Learn-Move on)



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Uncouple “Fear” from “Failure”



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Ask For & Provide Candid Feedback



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Practice Speaking About Feelings



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Increase Communication Frequency in the Team



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Anti-Gossip Rule: “Fire Slimy Weasels”



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Measure Team Health & Safety



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Practice Inclusive Leadership



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Create & Share Your User Manual



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Adopt Experimental (vs. Operational) Mindset



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Co-CREATE Team Norms



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Manage by “Not Knowing”



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Discover & Amplify Voices through Open Space



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Emphasize the Goal



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Embrace Sustainable Pace



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Negotiate Boundaries with Delegation Poker



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Model Asking Clarifying Questions



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Reframe the Role of the Boss



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Experiment with Dynamic Reteaming



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Run Frequent Retrospectives



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Amplify Signal (Helpful Cassandras)



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Frame Silence as an Unethical Choice



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Take Team Outside (Share Experiences Together)



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Design Structures for Input

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Go After the “Things That Suck”

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Change Terminology, Re-frame Error

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Speak Candidly About Ambiguous Threats

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Practice Heavy Transparency

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Abandon “Trust- Destroying” Practices

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Success through course correction: “Early, Often, Ugly”

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Model Vulnerability: Ask for Help

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Bring Up Uncertainty, Interdependence, Impact

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