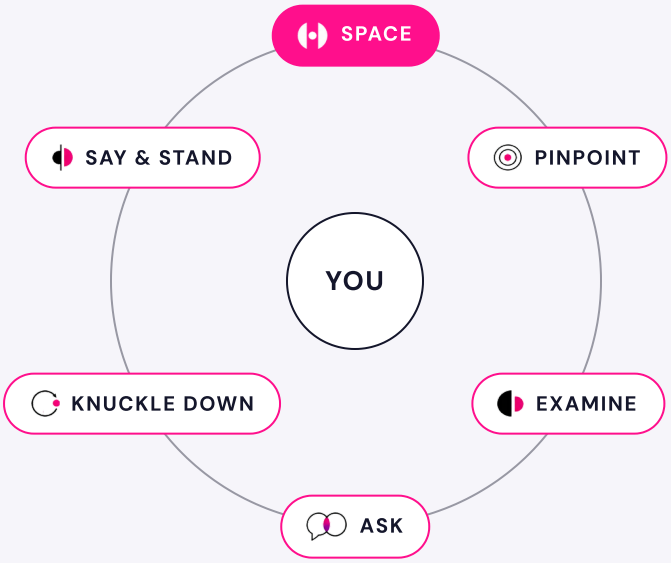
A process for *thinking, choosing,* and *following through.*



Space
Pause and create room before you respond. Not everything needs an immediate answer. Give yourself the space to TALK it through before you act.

Pinpoint
Name what is happening. Separate the facts from the story you are telling yourself. Then ask: is your response helping or hurting the situation right now?

Examine
Look beneath the surface at people, systems, power dynamics, and your own patterns. Ask what you may not be seeing and what drives behavior today.

Ask
Get clear on who you need, what you need to know, and what outcome you want. Ask what information or support will help you choose.

Knuckle Down
Make a choice, knowing what you know. Then do the work of acting on it. This is not about perfection; it is responsibility in action.

Say & Stand
Say your choice clearly, own the outcome, and stand by it. Hold yourself and your leadership accountable. Stay with the work long enough to learn.

THE FOUR TALK TRACKS · WHAT SPEAKS WORKS ACROSS

Truth
Confronting false narratives and naming what has gone unspoken.

Accountability
Owning our choices, our conduct, and the impact we leave behind.

Leadership in Action
Translating intention into meaningful action and lasting results.

Knowing Yourself
Understanding patterns and reactions to make conscious choices.

"Leadership starts with the conversations we're willing to have, especially the ones we have with ourselves."

DAWN SPEAKS-MOTHUDI