

THE LEADS MODEL

LISTEN TO UNDERSTAND, NOT REACT

Stay curious and non-defensive

“Can you walk me through how you see it?”

“What makes this important to you?”

EXPLORE THE CONTEXT

Understand what's behind the idea

“What challenge are you trying to solve?”

“What led you to this?”

ASSESS OBJECTIVELY

List pros, cons, risks – together

“Let’s look at trade-offs for all ideas, including mine.”

“What might we be missing?”

DECIDE WITH SHARED OWNERSHIP

Make a fair, values-based call

“Here’s what we’re going with and why.”

“You raised great points that shaped this.”

SIGNAL APPRECIATION & NEXT STEPS

Close with gratitude and clarity

“Thank you for your input.”

“Here’s what happens next...”

