

# Run It Live: Reflect on One Interaction

*A ready-to-facilitate micro-session — follow the timed steps. No prep needed.*

**FRAME • 30 SEC** Bring to mind one recent interaction with your team — a meeting, a quick chat, or a moment under pressure.



1

**INTENT • 1 MIN****How did I intend to show up?**

*What tone, energy, or presence were you aiming for?*



2

**IMPACT • 1 MIN****How might I have landed?**

*What might your team have picked up from your tone or reactions?*



3

**SHIFT • 1 MIN****What will I change next time?**

*One small, intentional shift for your next interaction.*

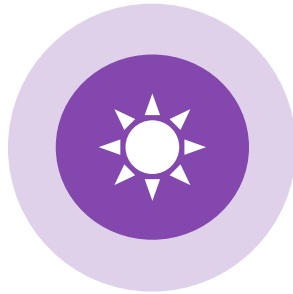
**WRAP • 1 MIN**

Each person names one small shift — in tone, pace, or presence — to carry into their very next interaction.

**Key point:** *Comparing how you intended to land with how you actually landed turns one moment into a lasting habit of self-awareness. • Total run time ≈ 4–5 minutes.*

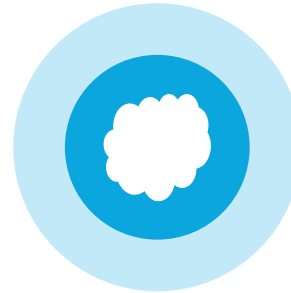
# Leader Overview: The Three Moves

*Your quick reference before the detailed run-of-show — the three moves that make the My Impact Map reflection safe, honest, and actionable.*



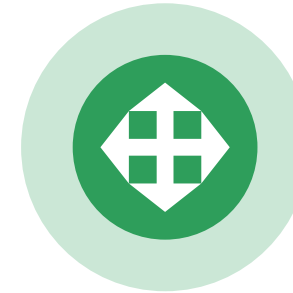
Set the Tone

*Reflection, not judgment*



Give Think Time

*Let each question breathe*



Land One Shift

*Commit to one small shift*

*Each move guides a step of your My Impact Map*

INTENT



IMPACT



SHIFT

# Your Facilitator Guide: Run It Live

*New to leading team activities? Follow this script top to bottom for a calm, confident 5-minute reflection — the team sees only the earlier slides.*

## RUN THE SCRIPT · ≈ 5 MIN

**FRAME · 30 SEC — Set the scene.** Ask the team to bring to mind one recent interaction — a meeting, a quick chat, or a moment under pressure — and hold it in mind. They will run it through Intent, Impact, and Shift.

**1 · INTENT · 1 MIN.** Ask how each person intended to show up — the tone, energy, or presence they were aiming for. Allow about 20 seconds of silence, then invite one or two to share aloud.

**2 · IMPACT · 1 MIN.** Ask how they might have actually landed — what the team may have picked up from their tone or reactions. Intent and impact are not always the same; name the gap honestly.

**3 · SHIFT · 1 MIN.** Name one small, intentional shift to carry into the very next interaction — one move, not a full makeover.

**WRAP · 1 MIN — Commit.** Each person names one small shift — in tone, pace, or presence — to carry into their very next interaction. Sharing is welcome but optional.

## BEFORE YOU START

- No prep or materials needed — it works in any meeting, standup, or huddle.
- Keep your tone calm and steady; you model the steadiness you teach.
- Aim for about 5 minutes total; running a little over is fine.

## FIRST-TIME FACILITATOR TIPS

- It is normal to feel nervous; a steady, unhurried pace does most of the work.
- If the room goes quiet, share your own intent-versus-impact example first.
- Keep it moving — momentum matters more than polished answers.
- Push for specifics; naming something concrete in each phase is the point.

**KEY POINT (say it out loud)** Comparing how you intended to land with how you actually landed turns one moment into a lasting habit of self-awareness. · Total run time ≈ 4–5 minutes.

# Adapt It to Your Team

*Same 5-minute reflection — small tweaks help it land for different teams and work settings.*

## BY TEAM TYPE

### Clinical teams

- Anchor the reflection in real floor moments — a handoff, a huddle, a bedside exchange; keep it brief out of respect for the floor.
- Frame the Shift as one small change for the very next interaction, not a whole style overhaul.

### Non-clinical teams

- Anchor it in everyday exchanges — a team meeting, a status update, a cross-team message.
- Name the intent-versus-impact gap honestly — what you aimed for versus what likely landed.

## BY WORK SETTING

### On-site teams

- Use the room — a shared pause and a calm voice make the reflection feel collective.
- Invite people to name their one shift aloud so the team hears the range of what is changing.

### Remote or hybrid teams

- Invite everyone to drop their “one shift” in chat so quieter voices join.
- Cameras optional; give people an extra beat to respond. On video, tone and impact read differently — name that gap openly.

**ADAPT, DON'T REINVENT** Same reflection for every team — keep it short, human, and judgment-free. On video, give people an extra beat to respond.