A

PEER TO PEER

The Over-Functioner

One director answers every question first, others defer, and resentment is rising.

Speaker: 1 min prep, 2 min delivery

SBI-I: Situation • Behavior • Impact • Inquiry
then Feedforward: “Next time, could we…?”

You may pass or swap a card that feels too close to home.

B

HEAD TO TEAM

The Nice Gridlock

Everyone is collegial, but the team revisits last week’s decision every week without new information.

Speaker: 1 min prep, 2 min delivery

SBI-I: Situation • Behavior • Impact • Inquiry
then Feedforward: “Next time, could we…?”

You may pass or swap a card that feels too close to home.

C

UPWARD • TEACHER TO DIVISION HEAD

The Missing Voice

Faculty input is requested too late to shape the decision, with one day’s notice.

Speaker: 1 min prep, 2 min delivery

SBI-I: Situation • Behavior • Impact • Inquiry
then Feedforward: “Next time, could we…?”

You may pass or swap a card that feels too close to home.

D

ADMIN TO ADMIN

The Side Conversation

A colleague agrees in the meeting, then lobbies the head privately to reverse it.

Speaker: 1 min prep, 2 min delivery

SBI-I: Situation • Behavior • Impact • Inquiry
then Feedforward: “Next time, could we…?”

You may pass or swap a card that feels too close to home.

E

UPWARD • ADMIN TO HEAD

The Head Who Decides Alone

The head announces decisions in the meeting that the team was told were still open for discussion.

Speaker: 1 min prep, 2 min delivery

SBI-I: Situation • Behavior • Impact • Inquiry
then Feedforward: “Next time, could we…?”

You may pass or swap a card that feels too close to home.

F

HEAD TO DIRECT REPORT

The Dropped Ball

A director missed two commitments from the tracker without flagging them.

Speaker: 1 min prep, 2 min delivery

SBI-I: Situation • Behavior • Impact • Inquiry
then Feedforward: “Next time, could we…?”

You may pass or swap a card that feels too close to home.

G

SUPERVISOR TO DEVELOPING LEADER

The Chef Who Won’t Leave the Station

An administrator keeps taking over work that an assistant director could learn to lead, so the assistant never grows.

Speaker: 1 min prep, 2 min delivery

Coaching question: What support, authority and check-in would help this person grow?

You may pass or swap a card that feels too close to home.

ADVIS
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