TEN-MINUTE TEAM DISCUSSION

Raising a Concern

Use it when: People see problems with a plan but stay quiet.

The situation: Teammates or junior leaders spot problems with decisions made above them, but they aren't sure how to raise them without sounding like they're complaining.

LEADER OPENS WITH

Work: "If you see a problem with a plan, I want to hear it. Let's practice raising it in a way that gets heard."

Team or club: "Captains and coaches miss things sometimes. Let's practice how to speak up so it helps."

Run it

1. **2 min** Each person names a real decision they'd like to question, or a made-up one.
2. **5 min** In pairs, practice the three parts: shared goal, missing information, one option.
3. **3 min** Ask the listener which sentence made them most willing to reconsider.

We agreed

Check-in owner: _____ **Date:** _____