



SUMMARY PDF FOR THE
MASTERCLASS
SPEAK UP POLITE AND BOLD

AssertiveWay.com

Welcome To Speak Up Politely

When I first learned the techniques to speak up without being perceived as rude or aggressive that gave me so much freedom and confidence, I never thought I'd be teaching it later.

I love helping thousands of people speak up without coming across in the wrong way at work so that they can be heard, respected, and recognized. So that they can grow, be happier, make a greater impact, and build their confidence.

My students have used these speaking up politely skills to say no to their bosses, speak up more in large meetings with more senior people, hone their leadership to be approachable, kind, and firm, negotiate better work conditions, ask for promotion, get their dream job, get more recognition from senior management, and more.

And as the world goes online, technology and AI grow, organizations become more flat and less hierarchical, and people want more meaning and positive relationships from work, communicating your ideas, needs, desires, boundaries is key to your success and your work happiness.

I'm super excited that you're here.

Let's get started!

Ivna Curi



A Safe Path To Speaking Up With Anyone

- I want to share with you a path for speaking up, saying no, and being direct without having to worry about coming across as rude, pushy, harsh, mean, bossy, selfish, aggressive, a bitch, or unkind.
- Without the worry of disappointing others or being harshly judged. Without the worry of being disliked for speaking up and being true to yourself.
- Once you get this down, you'll start experiencing more freedom to speak up guilt-free in a way that makes you feel proud of yourself, confident, and courageous because you are considerate and polite, and as a result you'll feel heard, appreciated, and taken seriously.

Confidently Say Anything You Want And Be Kind At The Same Time

- Trying to be kind, respectful, and considerate of other's feelings while speaking up for yourself at the same time isn't always as simple as people sometimes make it seem. It comes with its challenges.
- That's why I'm going to demystify the process of developing your communication style so that you can confidently say anything you want to say and be kind at the same time, which is going to save you a lot of frustration, anxiety, and sour relationships.

Imagine for a second...

If you were able to say no, stop people from dumping too much work on you and having unreasonable expectations...
disagree with superiors or with your boss,
point out mistakes without it being used against you,
communicate your boundaries so that you can have better work-life balance,
deliver negative feedback and actually getting your message across,
share bad news with ease and without the getting labeled as too aggressive, rude, or mean, without the retaliation risk,
and without the guilt trip that are so common among kind and considerate people, people with difficult bosses, coworkers, or employees, female professionals, women in male-dominated environments, minorities at work, givers, and friendly people.



Claim your
voice. Claim
your life.

What's In This Guide



Outlook: Speaking up politely vs. not speaking up politely



How assertive communication skill helps speaking up



Speaking up politely mindset



Framework to speak up in a polite way



Applications of speaking up at work



Other mental blocks and how to move past them



How you can start to speak up politely now



OUTLOOK:
SPEAKING UP POLITELY
VS. NOT SPEAKING UP
POLITELY

8 Kinds Of People Can Benefit Big By Speaking Up Politely To Get The Respect They Deserve

Are you one of these kinds of people?

People **take advantage** of your kindness.

You are a **friendly, kind, or giver type** and are taken for granted.

You have **difficult bosses, coworkers, employees, clients** that drain your energy.

You are a **female professional or leader** who struggles to come across as competent and approachable at the same time.

You are **told that you are too aggressive**, too rude, too pushy, too direct, too difficult, too bossy, too loud, bitch, too much...

You are a **woman in a male-dominated workplace** and get constantly challenged and are not treated as an equal.

You are a **minority** and struggle with unspoken and spoken bias and being told you are too aggressive when you speak up.

You are a kind hard-working professional who deep down **knows you deserve more.**

Speaking Up Politely Has a Positive Ripple Effect In Your Career and Life

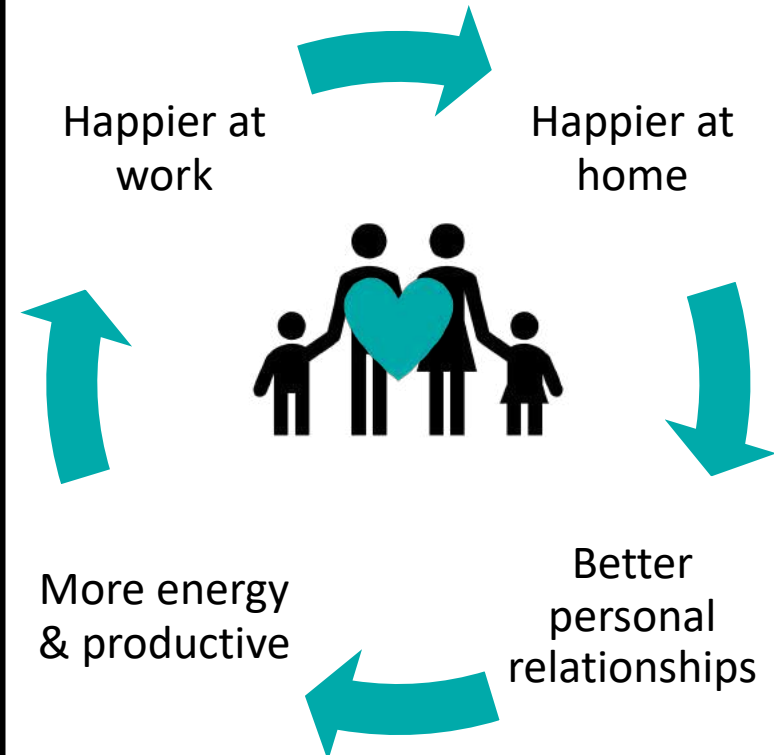
The Career Positive Cycle



Are you ready for:

- More Recognition
- More Appreciation
- More Valued
- Better Leadership
- Less stress or overwhelm
- Less frustration
- More True to Yourself
- More Pay
- Taken Seriously
- Heard
- Greater Contribution
- Kinder
- More Freedom

The Work-Life Positive Cycle



Speak Up When You Experience A Negative Emotion And In Higher Stake Situations

Are you speaking up with these 2 triggers, or do you stay quiet?

TRIGGER 1

Doesn't feel right

- Feel guilty or shameful about interaction
- Feel resentful, overwhelmed, stressed, confused
- Feel ignored, invisible, underappreciated
- People-pleasing moment
- Others take advantage of you

TRIGGER 2

Higher stake situations

- Say no
- Ask for something
- Express opinion or feelings
- Give and receive feedback
- Disagree
- Negotiate
- Lead

26 situations in next page

Speak Up Politely In These Important 26 Situations So You Can Stay In Control

Are you speaking up?



Feedback

- Give negative feedback
- Give positive feedback
- Get negative feedback
- Get positive feedback



Opinions

- Speak in meetings
- Deal with interruptions
- Disagree
- Listen
- Get clarification



Requests

- Say no
- Make requests
- Offer help



Career

- Self-promote
- Defend own rights
- Network
- Get recognition
- Manage up



Advocacy

- Negotiate
- Influence
- Advocate for others
- Make decisions
- Promote others



Conflict

- Deliver negative news to boss
- Deliver negative news to team
- Handle conflict
- Handle disrespect
- Handle manipulators

There are specific techniques for each one of these speak up situations

NON or WRONG SPEAK UP **YES CORRECT SPEAK UP**

- Feeling** ❌ Overlooked and minimized. ✅ Admired, esteemed, cherished.
- Work Relationships** ❌ Not taken seriously and superficial work relationships. ✅ Esteemed and valued with meaningful positive work relationships.
- People's reaction when you speak** ❌ Ignored, invisible, and misunderstood. ✅ Heard and your ideas, feelings, and perspective are acknowledged.

NON or WRONG SPEAK UP **YES CORRECT SPEAK UP**

- How you come across when you speak up** ❌ Come across as rude, pushy, harsh, mean, bossy, selfish, aggressive, a bitch, or unkind. ✅ Come across as kind, empathetic, caring, thoughtful, and respectful.
- Emotions when you speak up** ❌ Anxious and fearful about saying what you want to say. ✅ Calm, centered, bold, and courageous with the freedom to speak up guilt-free.
- How you feel about others** ❌ Frustrated and resentful very often. ✅ Connected, and attracting the best in people.

NON or WRONG SPEAK UP **YES CORRECT SPEAK UP**

- Communication effectiveness** ❌ They don't get what you say or pretend that they don't understand. ✅ You easily get your message across to the other person.
- How people see you** ❌ Insecure, doormat, not leadership material. ✅ Competent with authority + kind and caring + classy, professional, and gracious.
- Career** ❌ Stuck and frustrated. ✅ Crushing it and having upward movement.

Speaking Up Politely At Work Will Do Magic For You In Many Ways

NON or WRONG SPEAK UP **YES CORRECT SPEAK UP**

- Your confidence** ❌ Crippling self-doubt and worry about what other people think of you. ✅ Confident to speak up authentically knowing you are being kind, respectful, gracious, and polite.
- Fears** ❌ Fear of not being liked, retaliation, backlash, losing your job, disappointing others, and being harshly judged. ✅ Light and worry-free most of the time. Liberating freedom of speech.
- Priority** ❌ Compromise yourself, your well-being, and what's important to you for people that don't even care about you. ✅ Don't compromise your priorities and still treat others with kindness and respect. You live on your own terms.

NON or WRONG SPEAK UP **YES CORRECT SPEAK UP**

- Beliefs** ❌ Bad things just seem to happen to you. ✅ You're in control and good things happen to you.
- Recognition** ❌ Overworked and underpaid. ✅ Well compensated, appreciated, and good work-life balance.
- Interactions** ❌ People dare to take advantage of you. ✅ People respect you and your time.

NON or WRONG SPEAK UP **YES CORRECT SPEAK UP**

- Your future self** ❌ Regret about having wasted your life to help people that don't even care about you. ✅ Happy and proud because you stayed true to yourself and were happy, you lived in alignment to your values.
- Time** ❌ Stressed, overworked, and overwhelmed. ✅ More time for what matters to you, more productivity.
- Leadership** ❌ Team ignores you and doesn't respect your authority. ✅ Team is motivated, driven, and respects you as the leader.

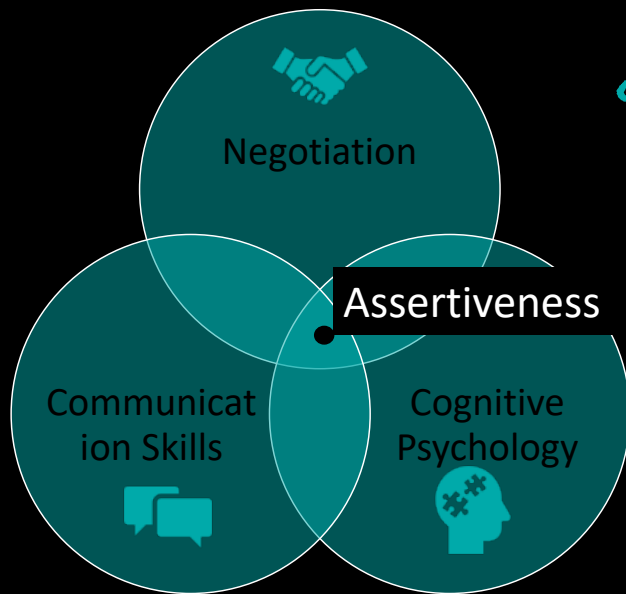
Count how many times you answer "non or wrong" vs. "yes correct" speaking up



HOW THE ASSERTIVE
COMMUNICATION
SKILL HELPS SPEAK UP

Assertive communication means speaking up respectfully, not being rude

It is the skill to speak up to express and defend your needs, feelings, rights, desires, requests in a calm and respectful way



Got it?

Assertiveness is NOT:

- Extroverted
- Rude or Mean
- Pushy



Speak Up Rude

Aggressive Communicators (Dominant)

- Express themselves but disrespect others in the process
- Use control & command
- Are demanding
- Act hostile
- Use insults and accusations
- Fear losing control over others
- Don't listen to others
- Interrupt often
- Always want to be right
- Force decisions on others
- Give harsh criticism
- Don't give recognition or compliments



Speak Up Respectfully

Assertive Communicators (Intentional)

- Express confidence
- Respect others & themselves
- Are not rude or manipulating
- Know and protect their boundaries and priorities
- Are deliberate about choices
- Disagree openly
- Have their own opinions
- Listen to others
- Take responsibility over their actions
- Give and receive feedback & praise effectively
- Say "No"
- Ask for what they want

There Are 4 Types of Communication

Where are you now?



Not Speak Up

Passive Communicators (Avoidant)

- Don't express themselves
- Crave acceptance
- Guilty, resentful, stressed
- Feel like a victim
- Fear rejection
- Have low confidence
- Don't express opinions
- Find it hard to make decisions on their own
- Over justify actions
- Say "sorry" a lot
- Avoid criticism & feedback
- Deny compliments
- Are people-pleasers
- Don't ask for help
- Don't make requests



Not Speak Up

Passive-Aggressive Communicators (Manipulative)

- Don't express themselves directly
- Manipulate to get what they want
- Guilty, resentful, stressed
- Feel like a victim
- Fear rejection
- Have low confidence
- Are vague
- Over justify actions
- Blame others
- Use excuses
- Deny aggression
- Expect others to recognize their sacrifices
- Use the silent treatment

2 Key Factors Affect Your Communication: Relationship Closeness and Authority Level

The 4 Communication Styles

Avoidant

People please?
Never say no?
Only speak if asked?
Avoid conflict?

Manipulative

Say yes but don't do it?
Blame them?
Act upset?
Avoid conflict?

Dominant

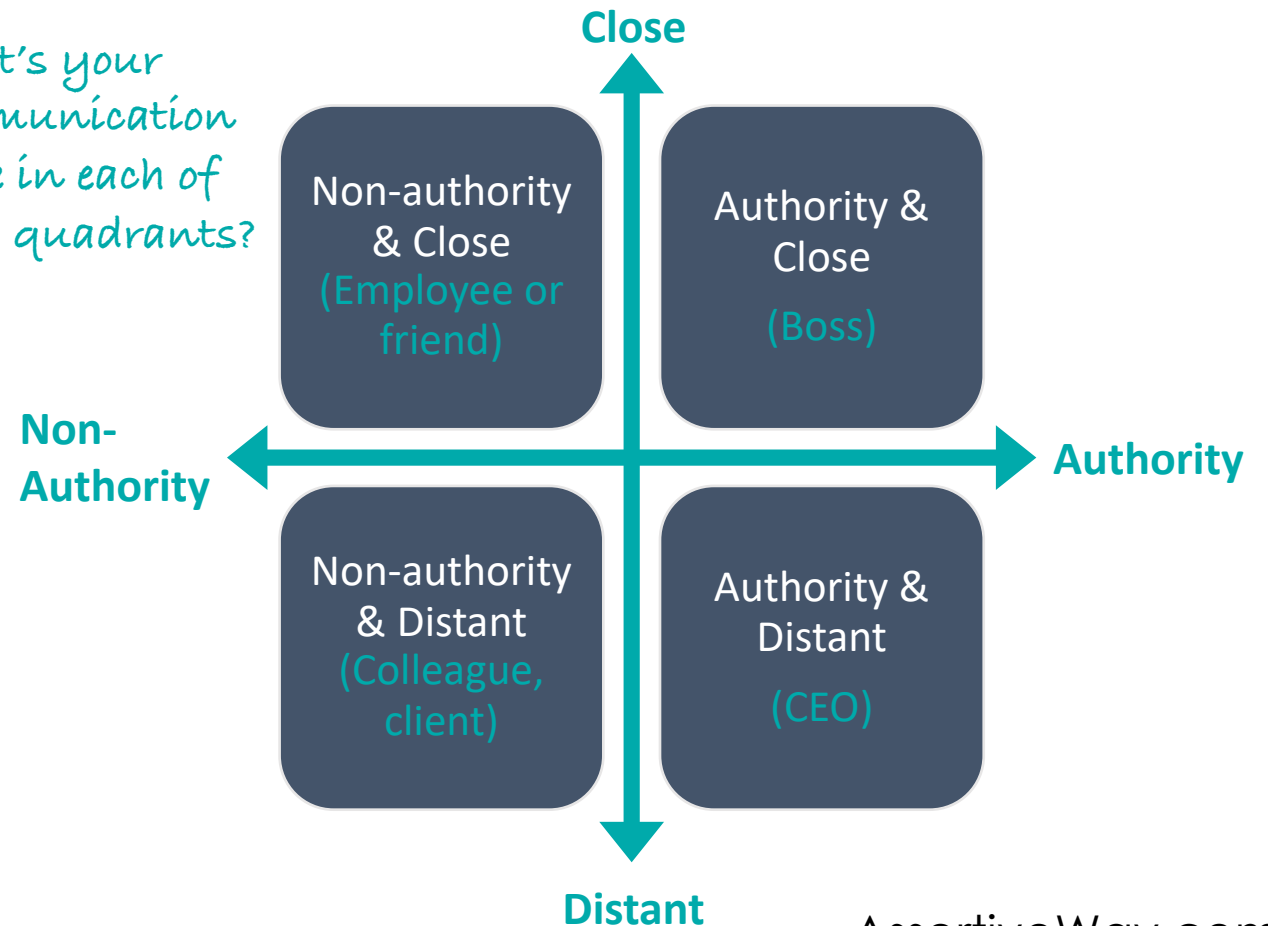
Yell?
Threaten?
Tell others what to do?
Diminish others?

Intentional

Disagree?
Share your ideas?
Ask for things?
Say no?
Handle conflict?

The 4 Interaction Styles

What's your communication style in each of these quadrants?



When You Speak Up Politely & Assertively In These Situations, You'll Feel Empowered

What's your communication style in each of these situations?



Triggers	Feedback	Opinions	Requests	Career	Advocacy	Conflict
Confusion	Give negative feedback	Speak in meetings	Say no	Self-promote	Negotiate	Deliver negative news to boss
Overwhelm, stress	Give positive feedback	Deal with interruptions	Make requests	Defend own rights	Influence	Deliver negative news to team
Guilt, shame from interaction	Get negative feedback	Disagree	Offer help	Network	Advocate for others	Handle conflict
Ignored, not heard, invisible	Get positive feedback	Listen		Get recognition	Make decisions	Handle disrespect
Taken advantage of		Get clarification		Manage up	Promote others	Handle manipulation

Replace Your Non-Assertive Beliefs With Assertive Beliefs For An Invincible Speaking Up Mindset

PASSIVE	I should be kind and always help others	Putting my needs first is selfish	I should be obedient and follow the rules	I will be loved and not rejected if I am doing things for someone else	Defending myself or putting myself first is pretentious	I am responsible for other people's feelings	I am a victim of bad circumstances
PASSIVE-AGGRESSIVE	I am a victim of bad circumstances	Others won't like me if I disagree or say no	Others should be more understanding	I am not responsible for my actions			
AGGRESSIVE	It is always best to be direct and honest	I need to do whatever it takes to get stuff done	Others need to toughen up if they are sensitive to what I say	Success is about winning and being right			
ASSERTIVE	I deserve to be happy and I am in charge of my happiness	I am not better or worse than others	It's ok to fail, make mistakes and change my mind	I am free to do whatever I want, and to assume the consequences	My needs, desires and feelings are important		

Crush It When You Speak Up By Using This 4-Step SCRIPT (Recommended By Clinical Psychologists)

D

Describe

The Situation
& Behaviors
Observed

E

Express

Your feelings
& the
problem

S

Specify

Your
Request

C

Conclude

With
consequences
& agreement

Have you ever tried this SCRIPT before?



SPEAKING UP
POLITELY
MINDSET

Speaking Up In These 8 Situations May Seem Aggressive And Rude But They Are Not

Do you know why? It's about how you speak up...

- Have strong opinions
- Disagree openly even from superiors
- Say no without giving an explanation
- Demand excellence from your team

- Sell in a strong way
- Negotiate on behalf of yourself
- Promote your good work and potential
- Have a loud and confident voice?

The Top 3 Fears That Hold People Back From Speaking Up Are Actually Myths

What's your fear of speaking up?



Speaking up causes conflict.

- Speaking up prevents conflict.



Speaking up will hurt people's feelings.

- Being rude will hurt people's feelings, not speaking up.



People will not like me if I speak up.

- People might not like what you say, but that doesn't mean they won't like you.

Which one do you need to put on your phone to not forget?

Everyone Has 10 Speaking Up Rights

To say no without feeling guilty, even if you don't have a good reason.

To be treated with respect even if you did something wrong or made a mistake.

To feel and express your emotions properly, even if anger or if they don't make sense.

To change your mind without justifying yourself.

To ask for what you want even if other people don't like it and say no.

To prioritize yourself and to be happy.

To ask for help even if you can do it yourself.

To be illogical in your thinking.

To disagree with anyone regardless of their ranks.

To make your own choices and to be responsible for them.





Avoid The Top 6 Mistakes Nice People Make When Speaking Up That Comes Across As Rude

Have you made these mistakes?

Assuming they are rude, difficult, and don't care

Blaming and being excessively critical

Using absolute hyperbole language

Not making requests

Making negative requests

Speaking up when emotionally unstable

There Are 3 Things People Get Wrong About Empathy That Actually Hurts Them

✘ When you are empathetic, you agree with or accept.

👉 You can disagree, say no, and still be empathetic.

✘ When you are empathetic, you help people get out of suffering.

👉 Empathy is not problem-solving people's issues.

✘ The more empathy you give, the better.

👉 Too much empathy can leave you feeling tired, confused, and making poor decisions.

- Empathy is understanding people's feelings (good and bad), connecting, thinking about their experiences, and caring about them.
- How can you show empathy?



Listen



Acknowledge



Validate.

Are you truly empathetic?

Avoid The Top 5 Mistakes Kind People Make With Empathy When Speaking Up

Goes significantly out of the way to help people feel good even if significantly disruptive.

Wants everyone to be happy all the time around them.

Takes responsibility for other people's feelings.

Changes important decisions so that others won't feel bad.

Sugarcoats criticism or negative news because he/she doesn't think the other can handle it.

1

Know you are not responsible for other people's feelings.

2

Give people space and time to process their negative emotions.

3

Be empathetic, kind, and understanding even if you don't agree or like the other.

4

Don't change significant decisions because it makes someone feel bad.

5

Share negative feedback or negative news in a caring way.

Do you make any of these mistakes?

A grayscale photograph of two men sitting at a table in a meeting. The man on the left has a beard and glasses, and the man on the right is smiling. They are looking at each other. The background is a blurred office setting.

The #1 Thing People Get Wrong About Kindness Is That **KIND = NICE**

- Nice is comfortable and actively avoiding conflict, agreeable, conforming, it's easy.
- Kind can be uncomfortable and requires you to speak up skillfully.

Are you nice or kind?

NICE Doesn't Speak Up; KIND Speaks Up

	NICE	KIND
When you see someone being bullied	<p>Speak to the person who got bullied "I'm sorry this happened to you, it's really not right."</p> <p>Problem: the bully continues to bully</p>	<p>"I don't like the way you are speaking Susan. I find your tone disrespectful. If you have a problem with her, why don't you say exactly what it is?"</p>
When an employee is not meeting your expectations	<p>Not tell an employee that they did a poor job to keep them motivated.</p> <p>Problem: they don't grow, they get left out from important projects, you might even fire them</p>	<p>Give constructive feedback in a positive way.</p>
You discover that people are complaining about the smell of your colleague's food	<p>Not tell them to not hurt their feelings.</p> <p>Problem: People will continue to distance themselves and say bad things about them.</p>	<p>Kindly let them know about the food smell issue so they can decide what to do about it.</p>

Bring Joy To Speaking Up In These 5 Ways To Make It Enjoyable



Say what you want, not what you don't want



Let your personality shine



Be mindful during the conversation



Appreciate the other for listening, agreeing, or understanding



End with a smile

How will you choose to bring joy when you speak up?





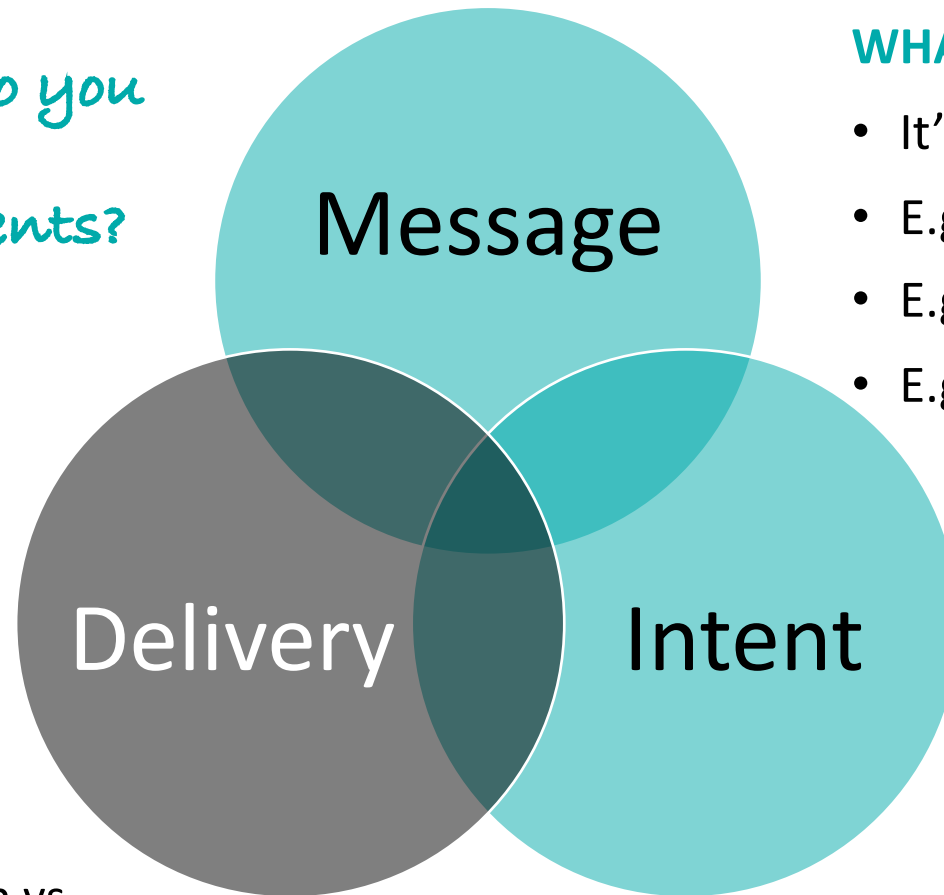
FRAMEWORK TO SPEAK
UP IN A POLITE WAY

What Makes Speaking Up Seem Rude or Not Is How You Deliver It, Not The Message

*When you speak up, do you
think about all 3
communication elements?*

HOW you say it

- Words you choose
- Directness
- Voice tone & volume
- Body language
- Facial expressions
- Choice of time & location
- Empathy, kindness, compassion vs. rudeness, aggression, vagueness



WHAT you want to say

- It's the content, but not the words
- E.g. Asking for something
- E.g. Understanding something
- E.g. Expressing something

WHY you're saying it

- Your objective
- Positive or negative
- Indicates if you can be trusted

Empathetic Assertiveness Allows You To Speak Up In An Extra Kind And Empathetic Way

Empathetic Assertiveness Formula

**Goodwill Capital +
Speak Up Moment**

*Which part of the
formula do you need to
work on the most?*

**(Empathize + Speak up Assertively +
Empathize)**

Use soft elements that don't minimize the assertive speaking up moment

Listen

Ask probing
questions

Acknowledge
feelings and
situation

Have positive
non-verbals

Example: If your boss asks you to work on something and you're already too busy



- “I can’t. I’m too busy.”
- “Why can’t you give it to Peter?”



- “Well, I want to help, but the thing is I’m not sure I can handle this?”
- Say nothing



- “I understand this is an important project and I get the pressure you’re getting to get it done. I’d love to help you with this, thought unfortunately, I don’t have enough time to give this project the attention it deserves right now given everything else needs to get done. Have you considered asking the sales team for help? or I would happily work on it if you help me reprioritize these other important assignments.”



Elevate it

Pause

Purpose

Connection



Deliver it

Description

Feeling

Ask



Close it

Consequence

Confirmation

Reaffirming

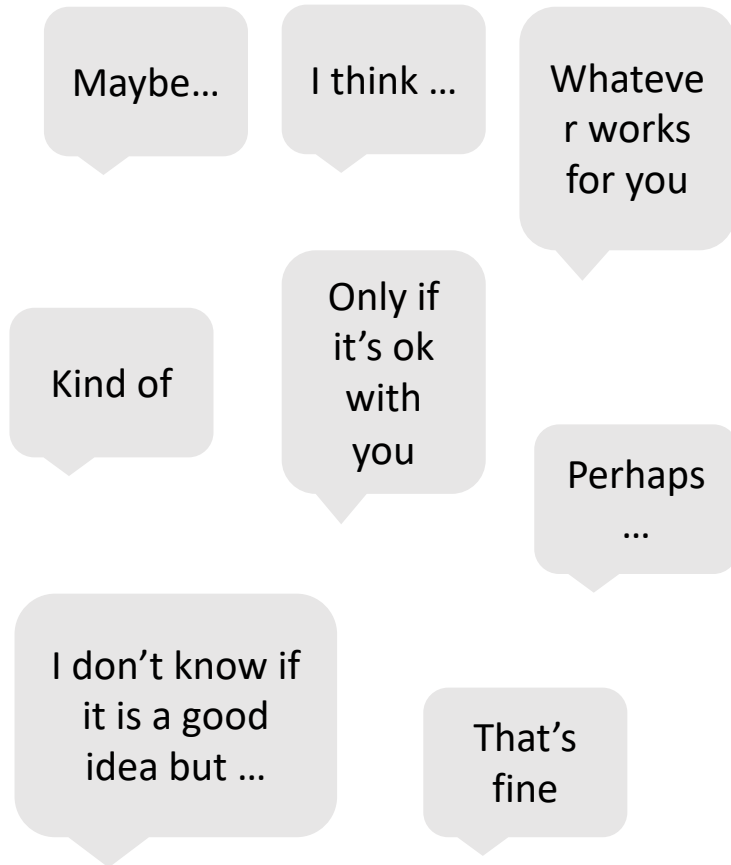
Speak Up Politely Using A 9-Step Framework

Which parts of speaking up politely do you usually skip?

Use The Right Language When Speaking Up

What language do you use the most?

PASSIVE



AGGRESSIVE



ASSERTIVE



Adjust Your 9 Non-Verbals When Speaking Up To Be Confident and Effective



POSTURE

Open,
Arms to side



EYE CONTACT

Relaxed eye contact



HANDS

Open, visible,
palms up



HEAD

Centered,
not tilted



VOICE

Conversational,
calm, firm



TIMING

When having
something to say;
optimal



POSITION

Upright or slightly
inclined forward



ARMS

Next to body,
below shoulders



SHOULDERS

Relaxed, natural

*Which part of your
non-verbals is not
there yet?*

Use These 20 Speaking Up Politely Assertive Strategies To Get Started Speaking Up

Which speaking up strategies do you want to work on?



Manage your Negative Emotions

- Journal your communication challenges
- Identify your negative emotions
- Question where they come from



Be Curious

- Listen actively
- Don't get defensive or blame
- Investigate criticism
- Ask clarifying questions
- Use "And" not "But"
- Question "should", "must" and "have to"



Express Yourself

- Share your intentions
- Share your ideas, feelings and desires
- Use "I" statements
- Use "When ... I ..."
- Use "if ... then ..."



Avoid Weak Language

- Don't say "sorry" all the time
- Don't hesitate
- Don't over-justify
- Complete your sentences
- Use broken record technique

Adopt The 10 Habits of Confident & Assertive Communicators Who Speak Up



Clarity

1. You **tune in with what you want** even if it feels selfish
2. You find the **conversation purpose**
3. You **clarify assumptions** instead of guessing



Values


4. You are **honest** even if you'll hurt some feelings
5. You are **kind** even if the message is negative
6. You **own your feelings** but not other people's feelings



Behaviors

7. You **ask for what you want** even if unsure of the answer
8. You **express yourself** even if introverted, afraid, or messy
9. You **seek feedback** even if it's criticism
10. You **embrace compliments** even if you don't believe it

What's your favorite habit?



APPLICATIONS
OF SPEAKING UP
AT WORK

Speaking Up Moments – Example 1



Triggers

Confusion
Overwhelm, stress
Guilt, shame from interaction
Ignored, not heard, invisible
Taken advantage of



Feedback

Give negative feedback
Give positive feedback
Get negative feedback
Get positive feedback



Opinions

Speak in meetings
Deal with interruptions
Disagree
Listen
Get clarification



Requests

Say no
Make requests
Offer help



Career

Self-promote
Defend own rights
Network
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Advocacy

Negotiate
Influence
Advocate for others
Make decisions
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Conflict

Deliver negative news to boss
Deliver negative news to team
Handle conflict
Handle disrespect
Handle manipulation

Follow These 7 Steps To Say No Politely

Does this process seem doable for you?



DO'S

- Be clear on your own priorities
- Take at least a minute to decide
- Show empathy, concern, goodwill
- Offer suggestions
- Share your perspective
- Maintain good eye contact
- Check-in with them later

DON'TS

- Say 'maybe' when it's a definite 'No'
- Justify 'No' with many reasons
- Say 'No' with hesitation
- Say 'yes' and then do it poorly
- Avoid the person or request
- Get defensive

"IT'S ONLY BY SAYING 'NO' THAT YOU CAN CONCENTRATE ON THE THINGS THAT ARE REALLY IMPORTANT." - STEVE JOBS

7 Steps To Say No Politely

EXAMPLE

Boss on a Friday late afternoon, again: "Could you work on this report this weekend, it's really urgent."

- **Acknowledge their request & share positive intentions** *"I understand that you want to get this report done on the weekend and I want to help."*
- **Buy time to decide instead of saying 'yes' instantly** *"I need to check my schedule, is it ok if I get back to you by the end of the day?"*
- **Establish what matters to you and the tradeoffs** *Spending time with my family on weekends.*
- **Say 'no' to the request, not the person** *"Unfortunately I can't work on the report this weekend because of family commitments I already had planned."*
- **Suggest alternative solutions and encourage them** *"Could we negotiate to deliver this Monday by 11am? I can come in a earlier to work on it with Judy."*
- **Follow up on the problem to show you care** *"How did the negotiation go?"*
- **Establish boundaries for future requests** *"In the future, I'd really appreciate it if you could give me a week's notice for work on weekend, that way I can better plan so that I'm available to help." (Very reasonable and forces the boss to plan ahead, which reduces need to work on weekends)*

Speaking Up Moments – Example 2



Triggers

Confusion
Overwhelm, stress
Guilt, shame from interaction
Ignored, not heard, invisible
Taken advantage of



Feedback

Give negative feedback
Give positive feedback
Get negative feedback
Get positive feedback



Opinions

Speak in meetings
Deal with interruptions
Disagree
Listen
Get clarification



Requests

Make requests
Offer help



Career

Self-promote
Defend own rights
Network
Get recognition
Manage up



Advocacy

Negotiate
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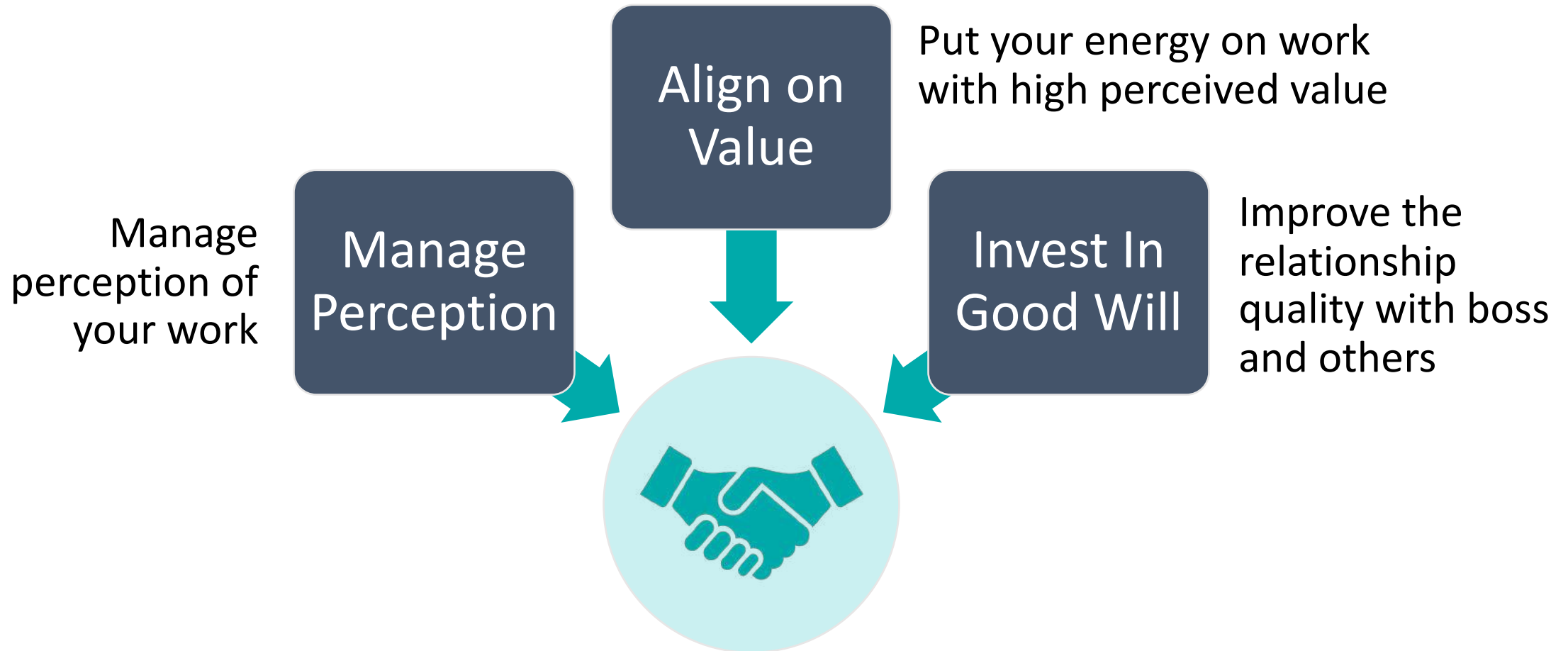


Conflict

Deliver negative news to boss
Deliver negative news to team
Handle conflict
Handle disrespect
Handle manipulation

Use This Formula To Get More Appreciation and Recognition At Work

Which of these 3 elements is missing for you?



Communicate Your Language Of Appreciation

What's your top language of appreciation?



ACKNOWLEDGMENT GESTURES

- Compliments
- Thoughtful gifts
- Acknowledgment
- Hand written notes
- Prizes



FREEDOM LIVING

- Autonomy
- Work-life flexibility
- Control of schedule
- Lifestyle work
- Choice

- Great title
- Compensation increase
- Access to key people
- Greater budget
- Better office



RECOGNITION PROVING

- Trainings
- Big projects
- More responsibilities
- Mentorship
- Sponsorship



OPPORTUNITY ADVANCING AssertiveWay.com



OTHER MENTAL BLOCKS
AND HOW TO MOVE
PAST THEM

I DON'T WANT TO COME ACROSS AS RUDE OR AGGRESSIVE

- When you speak up in an extra polite way, you are never rude. You are always respectful, thoughtful, and considerate. And people can tell the difference and they'll appreciate it.

I'M A PEOPLE-PLEASER, A YES PERSON

- Learning to speaking up politely is the best possible communication for people-pleasers, because it will help you speak your mind while at the same time focusing on strengthening the relationship.

I'M INTROVERTED

- Introverts can be great at speaking up. In fact, they have an advantage because they think it through. When you learn exactly what to say to speak your mind, it removes your anxiety and becomes much easier.

I LACK CONFIDENCE

- Confidence grows when you know what to do in a challenging situation and when you start to get results. So when you learn the exact steps to speak up in a polite way in any situation, you develop confidence.

I FEAR THEY WON'T LIKE ME

- People won't like if you're rude and show frustration and negativity through your body language and micro-expressions when you don't speak up. When you speak up politely, the right people will like you more.

I'M IN A TOXIC WORKPLACE

- If you want to stay mentally healthy and happy, you'll have to speak up or leave. But don't worry, speaking up in a polite way is a fantastic strategy to deal with toxic workplaces and people.

I FEAR BACKLASH

- Backlash happens when we speak up without adjusting what we say based on the moment. There are many techniques to test the waters as you speak up, you just need to learn them.

I DON'T HAVE COURAGE TO SPEAK UP

- Courage comes from taking action and seeing positive results, initially small and later big. And the best way to take action is know the exact process on how to do it!

I'M A BLACK WOMAN

- The bias is real and being called aggressive for speaking your mind is a problem. That's why when you use extra polite strategies to speak up, it becomes much easier to get your point across without the labels.

I DON'T LIKE CONFRONTATION

- Most people don't like confrontation. The wonderful thing about speaking up politely is that it allows you to speak up while avoiding confrontation or conflict. It creates a very positive atmosphere for dialogue.

I'M A MANAGER OR LEADER

- When leaders speak up politely, they give better feedback, develop more trust, create boundaries to protect the team, advocate for them, get them more resources and visibility, and increase their productivity.

I CARE TOO MUCH

- Caring is a wonderful value, and I care too! That's why I came up with a speaking up method that is extra caring and kind but that doesn't get confused with being weak so that you're not taken for granted.

I'M NOT ABLE TO EXPRESS MY THOUGHTS CLEARLY

- The good news is that there is a science in expressing yourself when speaking up. It's quite formulaic. Once you understand the process, you'll be able to express yourself clearly!

I DON'T LIVE IN THE US

- I've worked with people from around the world because speaking up politely is a human need and based on human psychology.

I FEEL UNCOMFORTABLE SPEAKING UP

- Discomfort comes from not knowing what to say, feeling like you lack control over the conversation, and not knowing what to do if things go sideways. But when you study those things ahead, it gives you comfort!

I NEVER KNOW WHAT TO SAY

- I didn't know what to say either until I discovered that there is a formula for each type of speaking up situation and all we need to do is to learn and follow it!

Promotion + Better Work + More Family Time

I have a really powerful story to share about the promotion of Maria, a minority smart and hard-working woman in white male-dominated workplace.

She was stuck in a job for 6 years without ever getting a promotion. And she desperately wanted to change her role to something new.

She was ready to quit her job because it took so much of her time that she felt she wasn't sufficiently present for her kids, and she didn't even get any recognition for it.


She was scared of asking because she didn't want to come across as unreasonable, ungrateful, or selfish.

But then, after diplomatically asking her boss for a promotion and explaining that she wanted to change and get ahead in the respectful way, that she learned from me, and after committing herself to the process, she finally got the promotion she deserved and a whole new role that finally got her motivated again.

And there's more, by working fewer hours. All of this was promised to her within a week from her speaking up! After following this process, her career is now back on track and she feels valued and motivated again and her work-family life balance is much, much better.



Want More?



HOW YOU CAN
START TO
SPEAK UP POLITELY
NOW

Speaking Up In A Way That Makes You Proud Will Change Your Life

- Imagine for a second what it would feel like to be more confident to speak up in a way that people respect and like you yourself?
- What would your relationship with your boss, employees, clients, coworkers, and even spouse and children be like?
- How differently would you feel about going to work in the morning?
- How would you feel about yourself and your self-worth?
- What would your confidence feel?
- What kind of impact would that have on your family life, work fulfillment, and inner peace?

You CAN Speak Up Politely

- Getting from not being able to fully express yourself without sounding aggressive, pushy, mean or like a bitch...
- ... to fully and authentically expressing yourself in an empathetic and kind way even when they may not like what you have to say...
- ... is absolutely possible for you.
- When you are able to speak up with empathetic assertiveness then you can finally be your authentic self, get what you deserve, and not have to compromise your goals and wellbeing for others while still being kind.

You Can Develop The Skill And Habits With The Right Program

- As you can tell, I just love the topic of speaking up without being rude.
- I've been studying and helping others with how to speak up without being rude at work and have received so much positive feedback.
- Lately, I've gotten so many questions that I've decided to offer an in-depth training.

All Of This So You Can Speak Up And...

- Be liked, not have to worry about backlash, never feel invisible or ignored again, get the respect, recognition, and appreciation that you deserve.
- Have amazing relationships at work and not have to hold back what you really want to say in fear of not being accepted, fear of conflict, or of fear of retaliation or losing your job.





**SPEAK UP
POLITELY
MASTERY
PROGRAM**

Speak Up Politely Mastery Program

CLICK HERE to apply
(no credit card needed)

- This training is going to be specifically on how to speak up and say anything in a kind, empathetic, and respectful way.
- This goes beyond traditional speaking up assertively that focuses on speaking up respectfully.
- This is for people who want to go the extra mile to make sure they are still being considerate with other people's feelings when they communicate.
- But not doing the wrong things that will make people ignore, disrespect, and take advantage of you. It's going to go deep on each of those steps I just talked about.



ACCELERATOR – Immersion to learn fast

- 5 Live Small Group Workshops With Replays, Extra Trainings, And Workbooks

Q&A CLUB – Get unstuck

- 5 Small Group Q&A Club Coaching Sessions

ACCOUNTABILITY – Stay on track

- Speak Up Mastermind For 1 Year

MASTERY – Keep learning

- Esteemed Warriors Society With Monthly Workshops & Trainings

ASSESSMENT – Track progress

- Assessment for personalized roadmap and results peer review

Get **Everything**
You Need To
Actually Be
Confident
Speaking Up,
Not Just
Intellectually!



ESTEEMED WARRIORS SOCIETY

**MONTHLY WORKSHOP
TRAININGS**



SPEAK UP MASTERMIND

**1 YEAR MONTHLY
ACCOUNTABILITY**



Q&A CLUB

**5 Q&A SMALL GROUP
COACHING SESSIONS**



SPEAK UP POLITELY ACCELERATOR

**5 SMALL GROUP
WORKSHOPS**



SPEAK UP POLITELY MASTERY PROGRAM



ASSESSMENT & ROADMAP

**SPEAK UP ASSESSMENT
+ PEER REVIEW**

ACCELERATOR

There Are 5 Steps
To Confidently
Speak Up Politely To
Be Taken Seriously

Step 1

Defend Yourself The With
Polite Defense Playbook

Step 2

Say Anything Without Being
Rude

Step 3

Get More Appreciation &
Respect

Step 4

Be Kind Without Losing
Respect

Step 5

Influence More, Confront
Less

For Each Of The 5 Steps You'll Get:

INNER GAME


- Reduce guilt, anxiety, and stress. The common myths, how it looks in each communication style, how to boost your confidence and tame your fears.

OUTER GAME & TACTICS

- Techniques, frameworks, scripts, and strategies to deal with each person and each situation.

ACTION GAME


- Habits, the first line of action, and what you need to do so that it goes smoothly.



**CLICK HERE to learn
about SPEAK UP
POLITELY MASTERY
PROGRAM and schedule
a call with me to apply
(no credit card needed)**

Next Step

- Now, one important note...
- You don't have to offend anyone when you speak up, say no, disagree.
- You don't have to be clueless about what to say.
- And you don't have to do trial and error.
- So schedule a call with me to apply and see if this is a right fit for you.
- There's going to be a limited number of spots in order to really serve each person who joins me.



Schedule up to 1-hour complimentary call with me to ask your questions about the program, I'll ask you a few questions to see if you are the right fit for the program, and you'll get a tip or two from me on your biggest speaking up challenge right now!

Go ahead and click link below to learn more and schedule non-committal call with me.

CLICK HERE to learn about SPEAK UP POLITELY MASTERY PROGRAM and schedule a call with me to apply (no credit card needed)