



Key Advice

Pair exercise instructions (Step 4)

Ask students to sit or stand opposite each other. One is A, the other B.

Round 1

- A reads their first sticky note aloud to B — this is the sentence that is difficult to say (e.g. “I want to take the lead in this project”);
- B responds with a confronting reply — something that reflects what A might fear to hear (e.g. “You’re not a leader type!”);
- A then responds in the moment.

After about 30 seconds, stop the conversation.

Ask A to briefly reflect out loud: “What was it like to say the sentence you find difficult, and what you are afraid of?” Often, students will mention limiting beliefs like “I’m afraid they’ll think I’m arrogant” or “I worry it’ll cause conflict.”

Round 2

- A hands their second sticky note to B — the sentence they fear to hear (e.g. “You’re such a weak leader”);
- B says this sentence directly to A;
- A responds in the moment.

After 30 seconds, stop and B asks A:

- What was it like to hear that?
- What made this difficult?

Students often surface deeper fears here, such as “I’m afraid I’m not good enough” or “I worry others don’t respect me”.

Then, switch roles.