

The Exhausted Striver

Carries the cultural weight. Code-switches. Calculates before every sentence. Has been explaining for years.

WHAT IS HAPPENING:

You are not quiet because you have nothing to say. You are calculating whether it is worth it. That calculation is real. The cost is real.

WHAT YOU NEED:

- Boundaries — clear, enforceable, no explanation needed
- Strategic kindness from allies who carry, not just ask
- Permission to be imperfect and inconsistent
- Structural rest built into the system

POCKET SCRIPT:

"I was not finished."

Say it. Then stop.

Let the silence work.

THIS WEEK:

Name one thing you are carrying that belongs to someone else.
Put it down. Do not pick it back up.

NOT WHAT YOU NEED:

More workshops. More explaining. More being the bridge.

The Anxious Ally

Wants to get it right. Scared of getting it wrong. Freezes at the door. Over-apologises.

WHAT IS HAPPENING:

You are not useless. You are afraid. The fear of getting it wrong is real. But it is not a reason to do nothing.

WHAT YOU NEED:

- Clarity — specific scripts and rules to follow
- Competence — do the reading before asking
- Low-stakes opportunities to practise
- Permission to repair without self-destruction

POCKET SCRIPT:

*"I don't know. I don't want to guess.
Let me check and come back to you."*

THIS WEEK:

Use the pocket script without changing it.
Say it exactly as written. Once.

NOT WHAT YOU NEED:

More abstract theory. More guilt. More 'just listen more.'

The Unconscious Default

Not malicious. Just asleep. Has never had to calculate the cost of speaking. Does not see what they cannot see.

WHAT IS HAPPENING:

You are not the villain. You are asleep. The cost you are not paying is being paid by someone else in this room.

WHAT YOU NEED:

- Curiosity — invited in, not lectured at
- Concrete experiences, not abstract arguments
- Strategic silence — stop filling every gap
- One honest question: who never speaks in your meetings?

POCKET SCRIPT:

*"I noticed [name] was interrupted.
Let's go back to you."*

THIS WEEK:

Count how many times you speak in your next meeting.
Then count everyone else. Compare.

NOT WHAT YOU NEED:

Being told you are privileged before you are curious.

The In-Between

Lives multiple worlds. Translates constantly. Tired of being asked to pick a side.

WHAT IS HAPPENING:

You are not confused. You are not lost. You are standing in the middle. That is a location, not a failure.

WHAT YOU NEED:

- Recognition — someone to name where you are standing
- Permission to stop explaining
- A map that says: the middle is not confusion
- Permission to stand here without picking a side

POCKET SCRIPT:

"I understand both sides.

That does not mean I have no side.

It means I am paying the cost of the crossing."

THIS WEEK:

Say to one person:

'I am standing in the middle. That is not weakness.'

NOT WHAT YOU NEED:

Being asked to pick a side. Being the bridge for free.