

Becky: [00:00](#) This is about revealing concealing and gossiping. Once you get clear on your yeses and your nos, once you get clear on what's an arguable, the question is, what do you say? What do you keep to yourself? And who do you say it to? Right. And this is everything. This is huge, right? Like this is now moving out into the world with your truth, with your reality, with like, what is true with your gifts, your yeses and your nos, you're changing and agreements, your judgments, your thoughts, your feelings, your emotions. What do you say? Who do you say it to? And what do you keep to yourself? All right. So let's talk about this. The way I learned about this was through the Hendricks Institute apprenticeship, and I want to share it with you. Was I made a commitment to reveal over conceal. I said, I'm going to choose.

Becky: [00:47](#) I'm going to commit ahead of time that for any important communication for anything I noticed, that seems significant in my relationship with another person, I am committing ahead of time to myself that I will choose to reveal over choosing to conceal. Okay. So that felt to me like being at the top of a roller coaster, when I made that commitment and like, Whoa, like total free fall, like, Oh my God, I'm actually going to say things. I'm not going to keep things to myself. I'm not going to keep my body sensations, my feelings, my thoughts and judgments. And my requests to myself, if it's significant or important to a relationship. And, you know, you know, if it's significant, right? Like if it's, if you're mulling it over in your mind a couple of times, like, should I tell them yes, you should tell them.

Becky: [01:33](#) If you're committed to revealing over concealing, concealing means I have some useful information here for making the world a better place for our team dynamics, for our relationship. I'm going to keep it to myself. Because I don't trust you or I don't. And you know what, and, and that may be the case. If it's not safe for you, if it's if this isn't where you're going to be, then you gotta pick your battles. Right. And maybe you don't say something, maybe you don't say everything. Maybe you choose when you say something, right. And no, one's saying you have to do it today. Right now, as soon as you feel something, now I'm not here to say any of that. You can choose to conceal and know that if you do that, either you're not in the right place or you're not showing up to make it the right place.

Becky: [02:18](#) Okay. So if you're choosing to conceal, I would start putting your resume out there. Okay. Cause you're not all in and you're not committed. Right. And it may be that that's because you're interpreting that it's not safe for you to do so. And if, if it's, if that's the case and you don't even feel safe, introducing the

possibility that you don't feel safe, do everything you can to get out of there. Okay. It's toxic. It's toxic for you. It may not be toxic for everybody it's toxic for you. Okay. because all of us have agency. And even if you don't have agency in that one context, there are other contexts where you will, right. And there's 7 billion people in the world. There's the not, there's like, I forget what it is. I think the nonprofits account for 10% of the United States economy, I promise you, there's something, there's something else out there for you to do.

Becky: [03:07](#)

Okay. So let me go back. So I make this commitment to choose revealing over concealing when in doubt, choose to reveal. And that means speaking unarguably to the person directly to the person that this is about whatever this may be. Now, I want to differentiate revealing from gossiping. Let's say I have a judgment of that. You're indecisive, okay. That you don't make decisions. And you're kind of, wishy-washy about your decision. And I, I work for you. Okay. and if I have a commitment to revealing, or if I have a committed to big concealing, I'm just kind of like, I'm going to keep it to myself and I'm gonna be like, every time you talk on the inside, like, Hmm, there you go again, I'm going to be on the drama triangle with you. I'm going to be in the, in the villain, making you wrong.

Becky: [03:58](#)

And in the victim, not doing anything about it, like here I am just at the effect of your crappy decision-making okay. If I choose to reveal over choosing to conceal, then I'm going to approach you at some point and say, Hey, are you available? Are you available for me to share something with you? And I wait till you're available. And I'll say, this is really hard for me to say, and you're the boss. And I feel kind of weird, but I've made a commitment to revealing over concealing. And I, I've had some, some judgments and I want to share them with you in the spirit of, I care about you and I care about our relationship. And and, and I want to understand better, and I want to be closer to you. How often do people say that, right.

Becky: [04:40](#)

You're showing up with your, a game. Now, hopefully that person says, Oh my gosh, tell me more. Right. If they say, if they say shut up, because I said so well now, you know, right now, you know, and you took the risk and you were vulnerable, but this is not a place where you want to be. I would not want to work for that person. Okay. hopefully they'll say, tell me more. And that's where you take a deep breath and you do your reveal. You say something arguable, you know, I've, I've had this judgment that you're indecisive. You don't make decisions that need to be made on time. And I also have a judgment that that's negatively affecting our work. And I want to be helpful. And the

truth is I feel, I feel frustrated and I'd love to talk. I'd love to hear your thoughts about that.

Becky:

[05:23](#)

Okay. Boom, done. Your palms are gonna be sweating. You know, you're going to be little quivery. Maybe you might cry. That's okay. You know I feel like people do cry often when they reveal something that's really true for them, or they feel scared to reveal, just expect the tears move on, right. Allow those tears to flow as good. Those are healing tears. Imagine how much better that organization can be if you share that wisdom. Okay. Whatever that may be. And again, if it's not received with graciousness and enthusiasm, then, you know, note to self, okay. Gossiping. Let's Differentiate to that. Gossiping would be, I'm having a judgment that my boss is indecisive. And I go out to lunch with my co-worker and we just complain about the boss. And we like, isn't she? So indecisive. Yeah. No. And then did you see this thing? [inaudible]

Becky:

[06:11](#)

And we just complain, complain, complain. That's also the villain victim position on the drama triangle. How much good does that do to make anything better? Zero, zero goose egg. It doesn't do nothing to make nothing better. Okay. Now I'm going to give you one out on gossiping. One out. Okay. Let's say you go and you say something to the boss and they're dismissive and they don't want to talk to you, but you went to the boss first. Okay. You chose to reveal the boss first and they're dismissive and you really love the organization. You love the mission. You want to stay there and you want to make changes. That's time to start really building alliances. That's time to start saying, to think about maybe let's shift the power dynamic here, where we collectively can have more power than a boss who Sarah ceremoniously, dismisses our thoughts and feelings.

Becky:

[07:04](#)

Okay. organizing is a whole different thing. It's a whole, whole, whole different ball of wax, but I also believe your organizing will be more effective off of the drama triangle that instead of complaining and saying like isn't so-and-so is such a weak leader, you can say always take it back to your concern about the mission and, and, and take the high road. That's what the Obama said, right? When they go low, we go high, take the high road. Don't indulge in petty, catty, gossiping about anybody, right. Just, it's not worth it. It takes your energy away. And in fact, let me share one more thing. And I think this is really radical. If you find yourself talking with someone and saying, I'm concerned that we collectively don't make decisions well I think we need to talk about this together. And now it's we coming to the boss, not just me, right?

Becky: [07:55](#) You're creating the, the us. That's one thing. But if you say, Oh, I think so-and-so is poor decision maker. That's gossip. Okay. And gossip is, is insidious. It's, it's a incredibly negative force in any organization. So my friend, Kate Rouse, when I met her, she told me that she, I met her at a Hendrix training and we went out to lunch and she was like, I just made a commitment to, to reveal over to conceal and never to gossip. And I was like, what is that? Like, I was like, isn't gossip, the whole point of going to work what else or coffee breaks for? And she said, Oh, no. If I ever talk about somebody who's not present I immediately, I catch myself and I go tell them I was talking about them. And I tell them what I was saying.

Becky: [08:41](#) And I was like, that is the most insane thing I've ever heard in my life. And she was like, Oh yeah. So like, let's say you and me were talking about somebody and I'd be like, Oh, you know what? I made a commitment not to talk about anybody behind their back. I'm going to go tell them that I was talking to them about them. I'm with you. I know that sounds really radical. A couple of times doing that. And you shift the whole culture because it's embarrassing, right? Like it's just not what we do. And imagine Kate going to someone and saying, you know what? I just realized I was talking about you and I'd rather talk to you directly. Okay. That integrity. That's like, then look at how trustworthy is Kate. Then if someone comes to you and says, I was talking about you behind your back, but I just want you, I want to, I would want to give you the dignity and respect to tell us your face.

Becky: [09:27](#) And I want to apologize for talking about when you weren't present. Awesome. I'll also share among my colleagues in the leadership and transformation apprenticeship program we had an agreement not to gossip about one another and so pretty routinely I would get a little text of someone like, Hey, we were talking about you. We were just appreciating you, right? So their commitment and our commitment to not talk about someone who's not present was so high that even if we were talking good about somebody, we would say, you know what? We were just talking about you. And it, it really made me feel connected. And like, I could trust these people. So I'm just want to offer these for you too food for thought. What's your commitment around revealing versus concealing. And what's your commitment around gossiping or not gossiping. And can you line up yourself with those commitment, right. And, and doing so makes you, if you reveal over conceal and never gossip, you become trustworthy. You become someone that people can count on. You become someone that people know that you're. You become a safe person. Basically, even though it feels messy

and it might be a little bit messy at start, you become a safe person and someone people can trust. All right, good luck with this. All right. I can't wait to see what you do with it. All right.

Becky: [10:42](#) This is one of my favorite modules.

Becky: [10:44](#) This is about speaking unarguably, this will make all the difference in the world, right? Authenticity being able to speak in arguably, but in a way that stops an argument in its tracks is a critical, critical skill for a social change leader. And it takes practice. It's not easy, but if you can do this, then when you do speak, you're moving the ball forward. You're speaking. And arguably you're not kicking up drama. You're just, you're, you're aligned. You're speaking your truth. You're allowing that to be received by others. It doesn't mean people are going to agree necessarily, right. But it's, but that's not what it's about. It's a different form of conversation than debate or arguing, which we we've got way too much of that. Right now we need much, much more speaking unarguably. So let's start with what is arguable. So I also learned this and refine these skills in the two year apprenticeship that I did with the leadership and transformation program with the Hendricks Institute.

Becky: [11:41](#) And I just wanna let you know, for two years of my life, in my peer group, whenever I said something that was arguable, there would be someone in the group who would just be like arguable and I'd be, Oh, I did it wrong. Right. so something that's arguable is literally something that could be argued with, and it's not generally that helpful for making the world a better place. Okay. So let's talk about a couple of things that are definitely arguable. Then we'll move into what you can speak about that's unarguable every time. We used to say that what happened could not be argued with, but like for example, let's use something very banal and very office-y is I noticed you were late to the meeting. One would think that that would be something objective. Right. but you can also see how that could pretty quickly become subjective of like, I didn't know, the meeting started at nine o'clock.

Becky: [12:37](#) I didn't, you know what I mean? Like you didn't send out an invite and internet, right. Like, Oh, blah, blah, blah. Right. and I'll give you something. I was reading something the other day. So I had ordered something I don't know, on the internet. And I got this thing of like, your order is on the way. And click here to get tracking information. It was ups. I clicked on it. And ups had this disclaimer, due to the protests and demonstrations, your delivery might be later than you would expect. And I was like, or maybe due to police brutality, my package might be later.

Right? Like, so even that like their excuse their story of what happened, I was like loaded for bear and ready to argue with them about like, let's not talk about the demonstrations, let's talk about why they're demonstrating and the police brutality.

Becky:

[13:23](#)

Right. So, and by the way, we need to have those conversations. But if we have those conversations in a way that's unarguable, I believe we're going to advance love and justice and right. Relationship more quickly. So bear with me here. So what happened? Maybe not good territory here. Okay. Opinions and judgments. Definitely not good territory. Right? Like even when I just said right there, like you might be having a response to, you might have a different thing than me, of my opinion, my opinion and judgment. Right. especially when we own our opinions and judgments as objective as truth, so-and-so, shouldn't be doing such and such. So-And-So is a, is a liar. So-And-So is a bad person. So-And-So is you probably know what I'm talking about. So, so is the end of democracy, all those opinions and judgments, they just, they just keep it going.

Becky:

[14:15](#)

My friends, they just keep it going. You get this little adrenaline hit, it's the villain persona. Right. That wants to be right. But that is not, that is not speaking unarguably that's literally speaking, arguably. Okay. So none of that makes a difference, right? Saying how things should be clinging to fixed ideas about how things should be dwelling on the past, in any way, or all of that in some ways, right. Is, is, is going to people have different interpretations of events that have happened. What I'm talking about is getting unarguable about what's going on right now for you that cannot be argued about. So let's talk about the things you can talk about that can't be argued with. Okay. And not so that like you win a fight because we're not arguing. There are things that actually create the opening invitation for closeness on authentic connections.

Becky:

[15:10](#)

Let's talk about it. Number one, body sensations. So if I were to tell you, gosh, my my neck hurts right now. I just noticed my neck hurts or, or, or, Oh, wow. I feel hungry. Are you going to tell me no, you don't know because like that's in my body, I'm the only person who can possibly know this. We do do that to children. And I am trying to consciously be aware of really affirming my children's body sensations and their emotions so that they can be their own bellwether of what's true for them. But I don't know if any of you remember when you were a kid, if you were like I want to go to the park and your parents were like, no, you don't. Right. Like, so the more we can condition ourselves to listen to one another's truth.

- Becky: [15:56](#) I think that's a good thing too, but let's go back. So body sensations, A-plus, nobody's gonna argue with it. Do we, is it, is it often part of our dialogue, you know, do you sit down at a meeting and be like, we're going to go around the table and share our body sensations? No, but why not? Wouldn't that be interesting? I think that would actually be pretty interesting of like, what are you noticing in your body right now? Because I believe we bring our whole selves, we bring our bodies there's way kind of tons of wisdom in there. So that invitation to, what are you noticing in your body right now? And that's sharing of that is wisdom. Like, Oh, I just noticed when you, when you mentioned that new possibility, I got butterflies in my stomach and I'm not really sure if that's fear or excitement, but keep talking, you know, right.
- Becky: [16:37](#) That's useful information and it can't be argued with the next one is your emotions. So yeah, there's five main flavors of emotions. The emotional palette that we like to use, I use there's angry or mad which, which means you're frustrated and getting something you want or an injustice has occurred. Right. there's a sadness where there's a loss or something that needs to be let go of that. You're still holding onto, right. That sadness is an appropriate emotion in those cases. There's fear of the unknown of survival. I'm not sure what's going to happen here. Right. so anger, sadness, fear. And there's also joy, joy connection, openness. Right. and sexual feelings, sexual feelings are also, I usually say, Oh, that's beyond the purview of this course, but there's also a on that, within the range of, of like creativity and excitement and interest and engagement.
- Becky: [17:36](#) Right. That aren't like actual sex, but they're connected. It's all part of the same family of feelings. Right. So let's not discount yay. Let's be sex positive here. Okay. but those feelings are unarguable. If I said like, Oh, I'm noticing, I'm feeling really sad. I hope that someone would say, Oh my gosh, tell me more. Or like I notice I'm feeling scared and I think we have a big decision to make, and I'm really not sure where where's the right way to go on this. Let's talk about it. Right. This is information it's useful. It's good. And it's, there's just really no point in arguing with that. Right. If someone tells you, you shouldn't feel how you're feeling, there's a word for that. I think that's called gaslighting. Okay. So not, okay. Don't do it. And don't put up with anybody else doing that around you either.
- Becky: [18:28](#) Okay. So body sensations, blue skies do it. Emotions, feelings, blue skies, totally unarguably. Thoughts. Thoughts cannot be argued with now, this one's tricky because you can be like, but wait, you just said, opinions. Opinions are arguable. That's true.

And opinions or thoughts. Let me break it down and separate this out for you. It's one thing to say that person is a horrible person, because I'm saying that as if it were objective and can be argued. It's another thing to say and tone matters here. But it's another thing to say, I'm having, I'm having the judgment right now. I am judging. So I'm saying what I am doing. I am judging that person as being pretty awful. Okay. now if you're moving fast, then might be fighting words, right? Like someone might jump into no, he's not right. But you're like, I am just revealing that I'm having this thought.

Becky:

[19:22](#)

Right. I am having this thought. I'm not saying it's true. It's just, I'm having this thought. So it can get tricky, but some of the most powerful conversations I've ever had with people have been where I've revealed my judgements about them. Right. So people often say like, Oh, you shouldn't judge. Well, good luck trying to stop your brain from judging. It's what your brain does. It kind of gets paid to judge. Okay. and we'll talk about what you should say and when and where and to whom, but truly when people have revealed to me judgements, they've had about me. And I'm able to hear that or when I revealed to people, you know what I've been judging you, and I want to share it with you because I care about you. And I care about our relationship. That's actually opened the door for really transformative conversations.

Becky:

[20:05](#)

And so it's more advanced. It might blow up in your face a couple of times before you get it right. But if you can clearly own something, as I'm having this thought, one useful prompt for this is, this is reminding me of something from my past. This is reminding me about some other thing, but I'm feeling it right now. Right? I'm experiencing it now. And I'm connecting the dots. That's a really great way of being unarguable with your thoughts. No, one's going to argue that you're remembering something from your past, right? The fourth one that's total fair game is requests. Right? So is making a request. And the way I like to make a request is get really clear on what I want and phrase it. Would you be willing to blank? Whatever that may be. When I make a request, I count to five hippopotamus.

Becky:

[20:54](#)

I want to give some room or more for them to really consider it. I'm only interested in their, yes. I'm not interested in them muscling or in, in an authentic yes. From them a full body. Yes. So sometimes I'll say, listen, your no is fully welcome here. I'm truly asking if you would be willing to do such and such or not. And then I can figure out from there what I need to do. So you, when you make a request, especially if you're in positional a positional role it's important to make room for that. No. Would



you be willing to blank your nose? Welcome here. Let me know. Just truly asking. Okay. And again, like for the person, who's the boss. If someone says no to everything, then you'd be like, Hey, I notice you don't actually want to do your job.

Becky: [21:36](#) You can have that conversation. Right. Or I've noticed I'm having the judgment that you say no a lot. Right. But who wants to have somebody who's doing stuff they don't actually want to do? I don't want that. You don't want that. Then you can just have the conversation. We're all grown ups here. Why don't you go find something to do that you really like to do? Right. I know this is not the right way to say these things. I'm just trying to get to the point here. So would you be willing to again, it's not arguable, but it moves the ball forward. There's an alignment. If it's clear of what you really want, you're making that request and now we're not arguing anymore. Right? So four things, you can do an arguable, your body sensations, your feelings or emotions, your thoughts, own them as such and your requests.

Becky: [22:15](#) Okay. And those four things, you can get a lot done with those four things. I'll tell you when I went to West point, the very first thing I learned the first day was for the whole year, I would have four responses. Yes, sir. No, sir. No excuse, sir. And sir, I don't understand. And by the way, there were women there, but I learned sir, talk about sexism. Okay. and I was only allowed to say those four things for a year. Right. And you know what, you can get a lot done with those four things. You learn how to follow. Okay. And you learn how to communicate clearly and to the point and say yes. When you mean yes and no. When you mean no. And to not make excuses. Okay. So what if, for what if you gave yourself a year of speaking and arguably a week, a day of speaking and arguably that you only talked about your body sensations, your emotions, your thoughts and your requests.

Becky: [23:02](#) And if you caught yourself doing something arguable, or even if you're doing this as a group, if anybody hears anyone else saying anything that could be argued with, have fun, let someone in the room, make it, make it a game where someone can popcorn out like arguable and just have a good giggle and be like, would you like to reframe that in a way that's unarguable, give people a do over, be gracious with each other, be gracious with yourself, do the extent to which you can learn to speak unarguably off to the races. Now your energy is freed up for creativity and you're not getting these little side skirmishes that ain't going to make anything better anyways. All right. Good luck. Use it in good health. Can't wait to hear how it goes.

