PURPOSE

Notice what you carry and what would help you do meaningful work without losing yourself in the process.

GOOD CONDITIONS

Care-centred change for the messy middle

A GOOD CONDITIONS
FACILITATION + FIELD GUIDE

The Conditions Check

Breathing life back into strategy work

A playful, practical booklet for fear, seasons, perspective, and the messy middle of work, business, and change.

The people are usually not the problem.
The conditions usually are.

People. Perspectives. Possibilities.

Good Conditions / In Her Own Words / 2026

PURPOSE

Set your own pace. Ask better questions, not how to become better at carrying too much.

GOOD CONDITIONS

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Welcome to the messy middle

A place to pause before deciding what comes next.

This is not a workbook about becoming better at carrying too much. It is a place to notice what you are holding, what you are afraid of, what season you may be in, and what conditions would help you move with more care, clarity and capacity.

There is no single right way to use this booklet

Write in the margins. Draw. Cross things out. Skip a page. Return later. Use it alone, with a friend, with a partner, with a team, or around a table.

The goal is not perfection.
The goal is better questions.

THIS BOOKLET BELONGS TO

PURPOSE

Create shared conditions for honest reflection without pressure to overshare or perform certainty.

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Opening lines + community agreements

Before we ask people to reflect, speak, or write, we create a few shared conditions for the room. Community agreements are not about control. They help make the space clearer, kinder, and safer for honest participation.

They let people enter the room without needing to overexplain, overshare, or perform certainty.

OPENING SCRIPT

When I was asked to speak about balance, I kept thinking: I am not sure women need another talk about how to balance more. Maybe we need more honest questions about what we are carrying, what we are afraid of, what season we are in, and what conditions would let us work, lead, build, and live without losing ourselves. So this is not exactly a keynote. It is a tiny Good Conditions experience.

People. Perspectives. Possibilities.

Quiet agreements

SIX SIMPLE AGREEMENTS FOR A KINDER, BRAVER ROOM.

Share only what feels useful.

No one has to name their deepest thing.

Reflection is not surveillance.

Your notes belong to you.

Protect the specifics.

We can speak in patterns without exposing people.

Difference is information.

Varied perspectives help us see more clearly.

Care and honesty can sit together.

Soft does not have to mean vague.

A little messy is allowed.

That is why we are here.

We do not have to share the whole story to honour what the story taught us.

This keeps the work personal, but not extractive.

PURPOSE

Separate what matters from what has become normal - and notice what should not be carried alone.

GOOD CONDITIONS

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ROOM-TEMPERATURE CHECK

What are you carrying?

Before we talk about balance, we notice the weight.

Some things are heavy because they matter.
Some things are heavy because the conditions are wrong.

1. **What am I carrying in my work, business, leadership or life right now?**

2. **What am I carrying because I care?**

3. **What am I carrying because no one else is?**

4. **What have I started pretending is normal?**

5. **What is too heavy to carry alone?**

What needs care, not shame?

PURPOSE
See the patterns underneath fear and what support or conditions could make it easier to carry.

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TABLE HANDOUT 1

Other Than Failure

Name the fears underneath the work, then protect the specifics and share the patterns.

At the table

1. **Silent first**
   Each person writes one fear anonymously.

2. **Small group**
   Share only what feels useful; listen for themes.

3. **Harvest**
   Each table offers one theme, not a person's story.



Conversation prompts

PROMPT 1
What themes are familiar?

PROMPT 2
What feels less lonely once named?

PROMPT 3
What condition would make this fear easier to move with?

"Sometimes the thing we think is personal is actually patterned."

PURPOSE

Name the season you are actually in so your expectations fit the energy and support available.

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TABLE HANDOUT 2

The Season You Are In

A small group conversation about timing, energy, visibility, rest, and what the work is actually asking for.



Winter

PROTECT / PAUSE / GRIEVE / REST

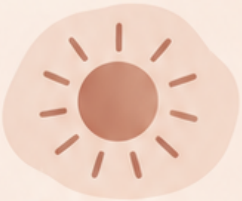
What needs quiet?



Spring

IMAGINE / TEST / SEED / BEGIN

What wants to emerge?



Summer

GROW / SHARE / CONNECT / BE VISIBLE

What is ready to be seen?



Autumn

HARVEST / EDIT / RELEASE / INTEGRATE

What am I done carrying?

At the table

1. Choose a season: Winter, Spring, Summer, or Autumn.
2. Name what honouring this season would look like.
3. Share one shift you would stop forcing.

Conversation prompts

1. What season are you in?
2. What season are you trying to force?
3. What would help you trust this timing?

Not everything is supposed to bloom all the time.

PURPOSE

Understand why different seasons need different kinds of work, rest and support.

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READING THE SEASON

Seasonal theory

People, teams, businesses and ideas move in cycles.

Work is often measured as if it should always look like summer: visible, productive, growing and easy to point to.

Each season has a different job. What is the work asking for now?

Winter

Rest protects what still matters.

Quiet, grief, reflection and protection.

Spring

Beginnings need room to stay small.

Curiosity, testing, learning and planting a seed.

Summer

Growth needs support, not just visibility.

Connection, energy, momentum and room to bloom.

Autumn

Harvest includes choosing what to release.

Editing, integrating, completing and composting into learning.

Winter is not failed summer.

PURPOSE

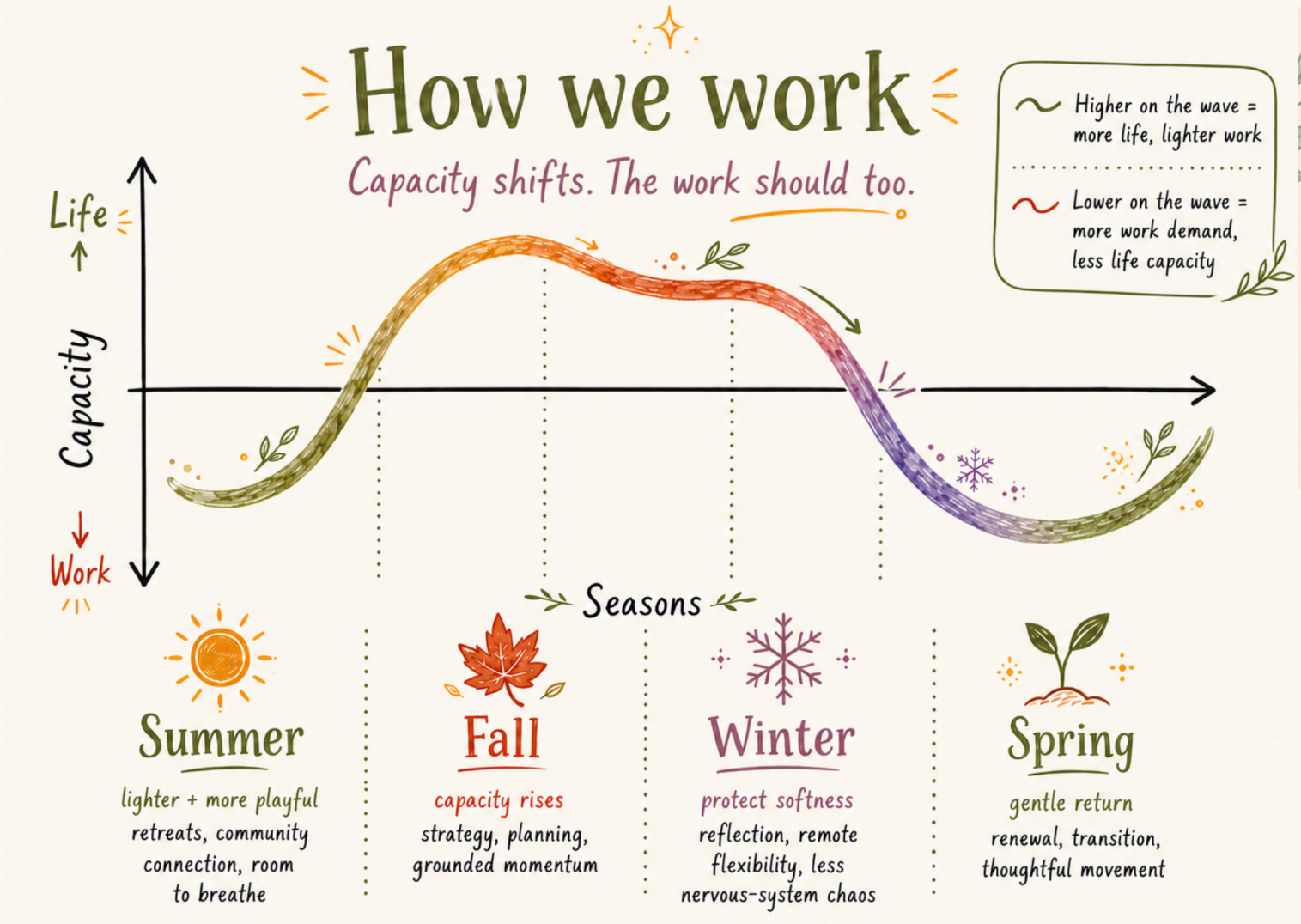
Use changing capacity to shape the work, rather than forcing the same pace all year.

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HOW WE WORK

The seasonal arc



Where am I on the wave?

What should change about the work to honour that capacity?

PURPOSE

Notice when protecting one person's comfort makes someone else carry the cost of staying silent.

GOOD CONDITIONS FIELD GUIDE

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When comfort costs someone else

A reflection on power, professionalism, strategy, and the conditions that shape who carries the cost.

Sometimes what gets framed as professionalism, alignment, neutrality, urgency, or risk management is really a way of protecting comfort.

When comfort is protected at the expense of truth, care, accountability, or representation, someone else absorbs the cost.

Good Conditions asks us to notice whose comfort is being protected, who is carrying the weight, and what becomes possible when **strategy marries impact**.

This work belongs in every room: community conversations, nonprofit leadership, entrepreneurship, human resources, board governance, and corporate strategy. Different rooms, same question: what conditions help people do meaningful work without shrinking themselves or paying the price for someone else's ease?

"Whose comfort is being protected — and who is paying the price?"

Strategy marries impact

1. Better strategy tells the truth about the room.
2. Better impact requires conditions people can survive in.
3. Better leadership does not outsource discomfort to the most affected.

Courage changes conditions.

REFLECTION PROMPTS

1. Where have I been asked to make myself smaller, quieter, or more convenient?

2. Where have I seen comfort protected at the expense of truth, care, or accountability?

3. What gets called professionalism, urgency, or strategy — but may actually be avoidance?

4. If strategy marries impact, what conditions would need to shift for better outcomes to become possible?

Braver rooms.
Kinder conditions.
More possible tomorrows.

PURPOSE

Make assumptions and missing perspectives visible before making a decision.

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TABLE HANDOUT 3

The Unknown Table

A varied-perspectives exercise for the things we cannot see alone.

One reason we get stuck is that we decide from what we already know, already believe, already fear, or already assume.

Put one real decision in the middle

Invite the perspective closest to the impact, the person most likely to disagree, and the voice that is usually missing.

THE ASSUMPTION

What am I assuming is true?

THE UNASKED VOICE

Who have I not asked?

THE MISSING VIEW

What perspective is missing?

THE FEAR

What am I afraid I might learn?

THE INFORMATION

What would change if I had better information?

THE NEXT QUESTION

What question would make this less foggy?

What might become possible if I let myself not know yet?

PURPOSE

Spot shortcuts shaped by pressure so you can make more informed and fairer choices.

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GOOD CONDITIONS FIELD GUIDE

Bias, but make it useful

A practical check for the shortcuts we take under pressure.

Bias is not only about bad intentions. It also shows up in the shortcuts we take when we are tired, rushed, afraid, under-resourced, or surrounded by people who think like us.

TIRED | RUSHED | AFRAID | UNDER-RESOURCED | SURROUNDED BY SAMENESS

1. **Where might I be confusing familiar with better?**
2. **Where might I be confusing urgency with importance?**
3. **Where might I be protecting comfort instead of possibility?**
4. **Who benefits from the way things currently are?**
5. **Who has to adapt the most?**

Difference is information.

PURPOSE

Identify the support a situation needs and what could change beyond your own effort.

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A PRACTICAL REFLECTION TOOL

The Conditions Check

A check of the conditions - not a test of your worth.

Choose one real situation: a decision, project, role or commitment.
Read the four questions. Circle how each condition feels today.

Left = supportive; middle = mixed; right = strained. There is no total score.

Strong = enough support. Strained = something needs to change.

CAPACITY

Do I actually have room for this?

Time, energy, money and workload.

Could something pause or be shared?

○ ○ ○ ○ ○

STRONG STRAINED

CLARITY

Do I understand what matters most now?

Priorities, roles and expectations.

What decision needs to be clearer?

○ ○ ○ ○ ○

STRONG STRAINED

CARE

Am I being supported, or just useful?

Support, belonging and boundaries.

What would real support look like?

○ ○ ○ ○ ○

STRONG STRAINED

COURAGE

What truth is asking to be named?

Honesty, uncertainty and safety.

What would help me name it safely?

○ ○ ○ ○ ○

STRONG STRAINED

Which condition is most strained? What would help?

One change I can ask for, test or make:

PURPOSE

Read a fear with care, not shame. Notice what it protects and what makes it louder.

GOOD CONDITIONS

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A PRIVATE REFLECTION

Return to a fear

Other than failure, what fear is present in my work, employment, business, leadership or entrepreneurship?

Name only what feels useful today. These notes belong to you.

The fear

Where I feel it

What makes it louder

What it might be trying to protect

What support or condition would help

PURPOSE

Turn reflection into practical supports, boundaries and conversations.

GOOD CONDITIONS

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MAKING ROOM FOR CHANGE

What would Good Conditions look like?

Not another demand. A different way to support the work.

What would make this feel more possible?

What needs to be clearer?

What needs to be resourced?

What boundary would help?

What conversation needs to happen?

What do I need to stop doing alone?

What support would actually support me?

PURPOSE

Choose one small move that fits your capacity and makes the next step possible.

GOOD CONDITIONS

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CLOSING REFLECTION

One small next step

Choose the smallest honest move, not the most impressive one.

1. **One thing I can name**

2. **One thing I can ask**

3. **One thing I can stop carrying**

4. **One thing I can test**

5. **One person I can talk to**

6. **One condition I can change**

7. **One thing I want to protect**

Movement can be gentle and still be real.

PURPOSE

Keep unfinished thoughts and questions without needing to resolve them today.

GOOD CONDITIONS

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FIELD NOTES

Notes, sketches + things I do not want to lose

A place for unfinished thoughts, arrows, questions and contradictions.

Something I want to return to: _____

PURPOSE

Connect what you noticed to support Good Conditions can bring into your work.

GOOD CONDITIONS

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AN INVITATION

Bring Good Conditions into the room

For work that matters, questions that are messy, and people who need more than another meeting.

Good Conditions creates care-centred spaces for strategy, facilitation, discernment, EDIAB work, community engagement, retreats and systems change.

A CONDITIONS CHECK RETREAT

Pause, read the room and find the next honest move.

STRATEGY + PRIORITIZATION

Shape what matters now and what can wait.

FACILITATION + ENGAGEMENT

Hold thoughtful conversations and community-centred planning.

Book a T-Time

Bring Good Conditions into your team, business or organization.

Strategy, but human. Discomfort, but useful. Change, but with care.