



# Solving Every Team's #1 Problem

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Grace Gavin



# Grace Gavin

- + Know Honesty
- + Co-founder & Integrator
- + Open and Honest Expert
- + Wife
- + Dog lover
- + Farm raised

**“The single biggest  
issue with companies  
is...**

**COMMUNICATION.”**

Professor Robert Frye

**OPEN**

+

**HONEST**

=

**REAL COMMUNICATION**

# HONESTY IS...

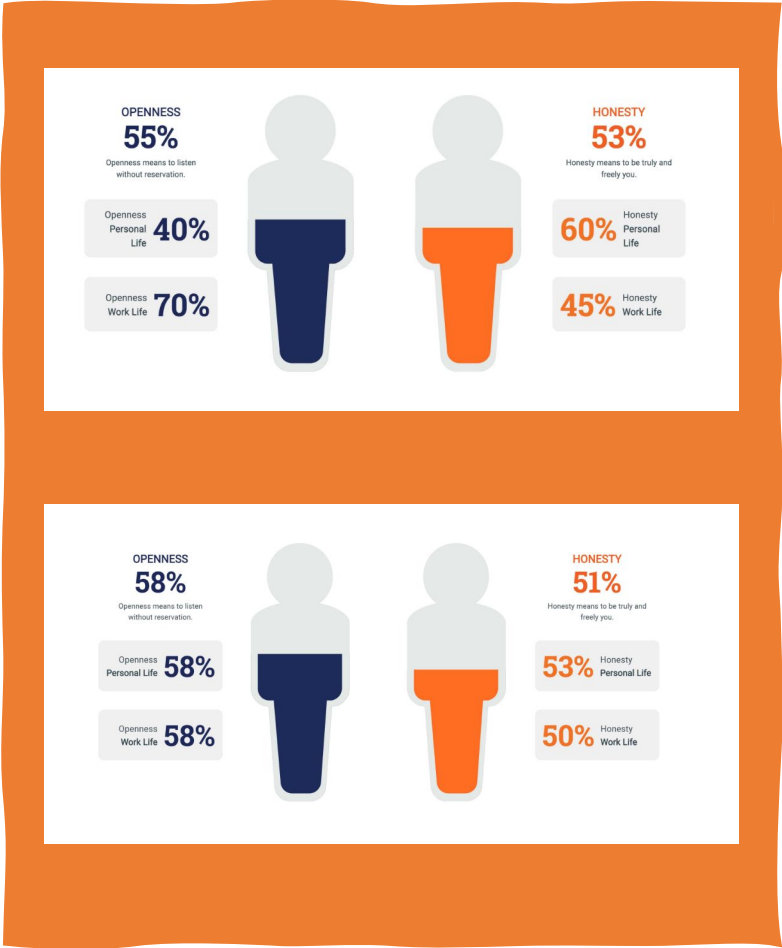
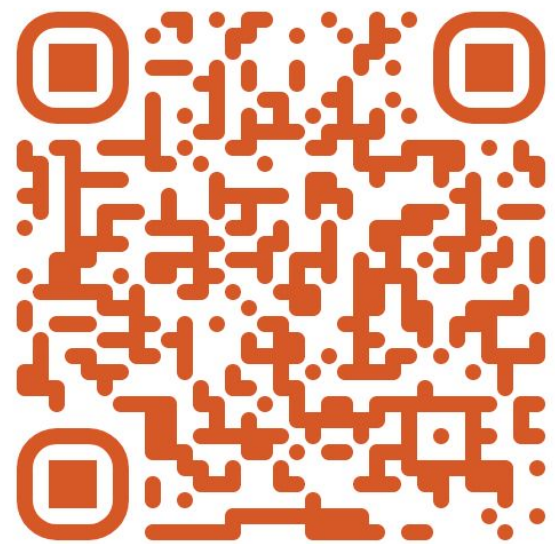
Being truly and freely yourself,  
speaking into what you want  
and how you feel.

# OPENNESS IS...

Listening without reservation,  
putting your needs and wants  
on pause for someone else.

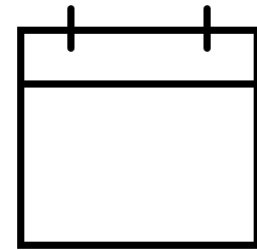
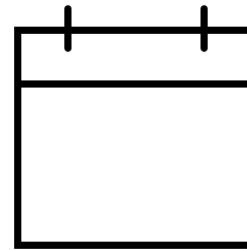
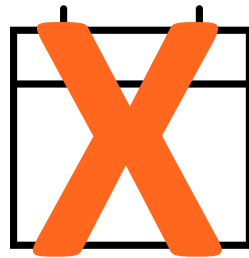
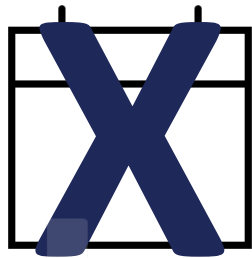
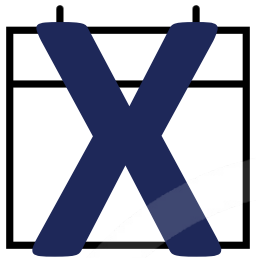


# THE ASSESSMENT



**Average Openness**  
**66%**

**Average Honesty**  
**71%**





# OPEN AND HONEST MODEL



# FAKE YOU



+ The façade we project rather than being 100% honest

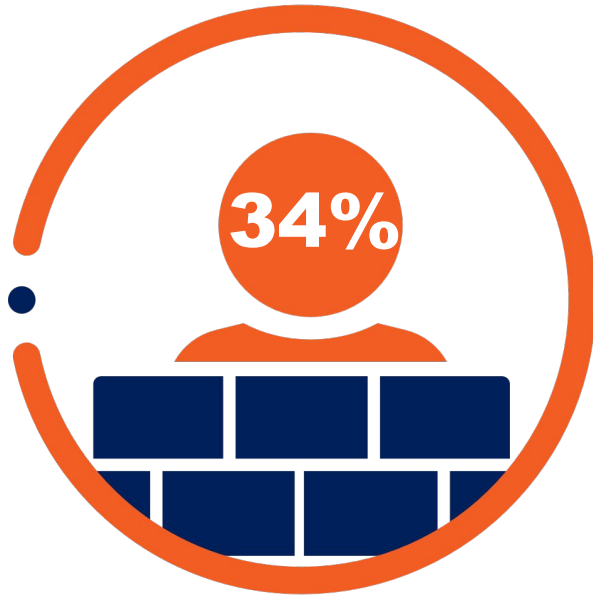
+ In The Moment Practice

# ACTIVITY

## IN YOUR NOTES

- Write 1-2 times  
Fake You hurt your  
team or relationship
- Ask yourself  
“Why?”

# THE WALL



+ The divide we create between ourselves and others rather than being 100% open

+ In The Moment Practice

# ACTIVITY

## IN YOUR NOTES

- Write 1-2 time The Wall hurt your team or a relationship
- Ask yourself “Why?”

# THE AGREEMENT

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Will you agree with me on how we're going to communicate?

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I want you to be 100% honest – meaning be truly and freely yourself, speaking into what you want and how you feel.

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I promise I will be 100% open. I will listen without reservation and put my needs and wants on pause for you.

---

In return, I will be honest with you, and I ask that you be completely open to it.

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# ACTIVITY

## IN YOUR NOTES

- Write down at least one person you'll share The Agreement with



# WHAT WE COVERED

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Open + Honest = Real Communication

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Honesty

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Openness

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The Assessment

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Open and Honest Model

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Fake You

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The Wall

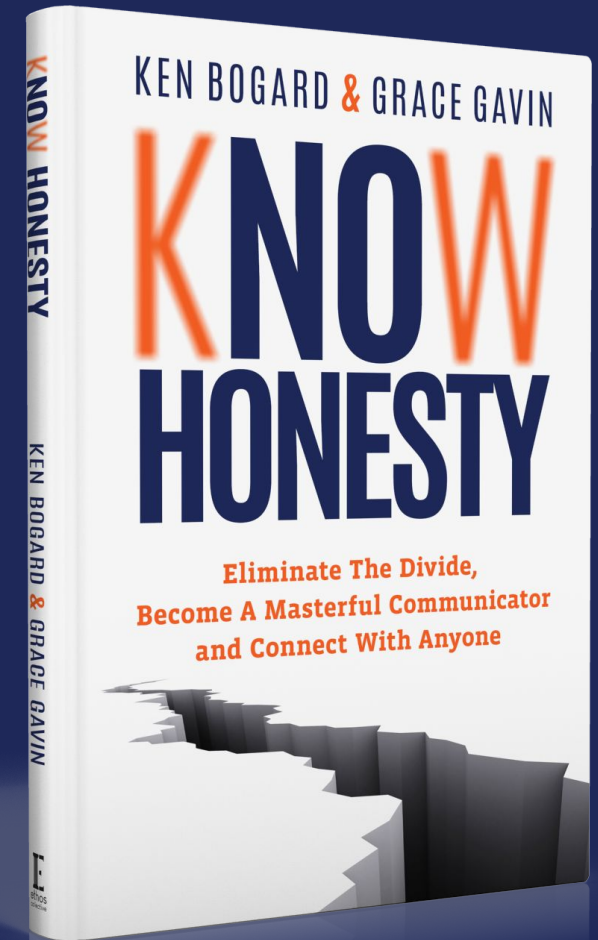
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The Agreement

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# How to engage with **Know Honesty**

- + Take The Assessment
- + Free 60 Minute Meeting
- + Complimentary copy of *Know Honesty*



# Q&A

Grace Gavin

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# SNOW & ICE SYMPOSIUM

## Session Survey

