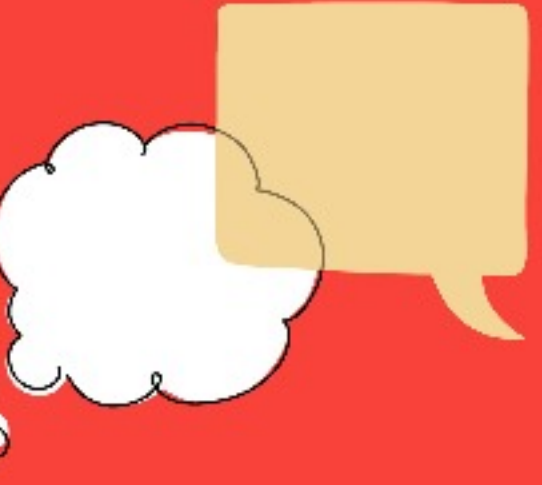




Nir Halevy

Key Takeaways

Repair the Hierarchy

Small acts of empathy, gratitude, and recognition can help repair unhealthy workplace dynamics.

Match Your Message

Adapt the level of detail and abstraction to your audience's psychological distance.

Add Levity

Use humor to share your accomplishments while staying relatable and approachable.

Activity 1

Give Credit Where It's Due

Think of someone whose contribution is easy to overlook. Write them a genuine note of gratitude that specifically names what they did and why it mattered. Then look for one opportunity to recognize someone's contribution publicly. What changes when you make positive contributions more visible?

Activity 2

One Message Two Audiences

Choose one message you need to communicate this week. Write it for someone you know well, then rewrite it for someone more senior or less familiar with the topic. Keep the core message the same, but adjust the level of detail and explanation for each person. What did you notice when you changed the message to fit each audience?

Activity 3

The Humorous Brag

Choose one accomplishment you want to share in an upcoming conversation. First, say it plainly. Then add a light, self-aware comment or moment of humor that makes the accomplishment feel more approachable. What changed in how you felt delivering it, and how did the other person respond?

Today's Tip: Know Your Three F's

Before communicating, ask yourself: Is my message focused, am I communicating with feeling, and does my delivery fit my audience? These three checks can make your message clearer, more engaging, and more memorable.