LEADERSHIP SANDBOX

THE HR TRANSLATOR TOOLKIT

5 Scripts to Turn Complaints Into Culture Fixes

If you're tired of hearing the same complaints, it's time to hear them differently.

SCRIPT:	TRANSLATE INTO:	TRANSLATION PROMPT:	ACTIONABLE RESPONSE:
"I Feel Micromanaged"	**Autonomy Strategy**	*"What parts of your work do you feel confident owning completely?"*	Co-create a task autonomy map with clear delegation lanes.
"Nobody's Listening"	**Communication Clarity**	*"What's the best way we can show you that your input is being used?"*	Set up a 'decision trail' doc—what feedback was shared, what changed, what didn't (and why).
"This Is a Toxic Environment"	**Culture Audit**	*"What behaviors or situations make this feel toxic to you?"*	Launch a behavior pulse check—anonymous, behavior-specific, tied to company values.
"I'm Burned Out"	**Workload Alignment**	*"What's one task that drains your energy the most? And one that fills your tank?"*	Use this data to re-balance responsibilities or introduce rotation opportunities.
"No One's Growing Here"	**Development Path**	*"What skill do you want to master this quarter?"*	Map out a micro-upskilling plan or sponsor a project with mentorship tied in.

LEADERSHIP SANDBOX **BUILDING LEADERS. TRANSFORMING TEAMS.**

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