

SPEAK WHAT YOU MEAN:

The Courageous Communication Workbook for Women Leaders

A legacy-building guide to voice,
disruption, and authorship



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THIS IS NOT A COMMUNICATION WORKBOOK

This is a reclamation.

Of voice. Of truth. Of the power to name what's been
unnamed.

You are not here to sound good. You are here to shift
culture.

Guiding Questions:

What conversations are you avoiding, and why?

What's the cost of staying polished but silent?

What legacy does your voice deserve to leave?

Movement Prompt:

Stand. Speak your name aloud.



FROM PERFORMANCE TO POWER

THE LEGACY VOICE FRAMEWORK

Stage	Description	Emotional Anchor	Leadership Shift
Polish	You sound good	Safety	You're accepted
Presence	You feel grounded	Confidence	You're seen
Power	You challenge norms	Courage	You're heard
Authorship	You speak from truth	Integrity	You're trusted
Legacy	You shift culture	Vision	You're remembered

Reflection Prompts:

Where do you perform? Where do you disrupt?

What's one moment you chose safety over truth?

What would authorship sound like in your voice?



MESSAGE EXCAVATION LAB

What's Beneath the Script?

Three columns

1. Scripted Message – What you usually say
2. Unspoken Truth – What you actually feel
3. Legacy Message – What you want to leave behind

Scripted	Unspoken	Legacy
"We're aligned."	"I feel tension."	"Let's name the tension and move forward."
"I'm fine."	"I'm exhausted."	"I need to reset to lead well."

"What's one message you've been rehearsing instead of revealing?"

MOVEMENT-BASED RESET

Your Body Knows the Truth

Instructions:

- Choose a message you've been avoiding
- Speak it aloud while seated
- Now stand, root your feet, and speak it again
- Walk slowly while repeating it
- End by whispering it to yourself

Reflection:

- What shifted in your tone, breath, or energy?
- What resistance showed up—and what did it teach you?

YOUR THOUGHTS:



VALUES TO VOICE MAPPING

Speak from What Matters

Exercise:

List 3 core values.

Now write a message that reflects each

- especially if it feels risky.

Grid below for examples:

Value	Risky Message	Why It Matters
Integrity	"This strategy feels misaligned."	It protects long-term trust
Equity	"Who's missing from this room?"	It shifts power
Courage	"I'm choosing to lead differently."	It models authorship

"Where have you diluted your values to stay palatable?"



COURAGE PRACTICE GRID

Build Your Voice Muscle

Weekly Grid with Emotional Check-Ins:

Day	Practice	Emotion	Reflection
Monday	Speak up in a meeting	Nervous	Felt shaky but proud
Wednesday	Share an unscripted insight	Curious	Surprised by the response
Friday	Challenge a norm respectfully	Bold	Felt powerful and aligned

“What’s one courageous stretch you’ll commit to this week?”

DISRUPTION SCRIPT

SAY THE THING THAT NEEDS SAYING

Templates for Real-Life Use:



“I WANT TO NAME SOMETHING THAT’S
OFTEN AVOIDED...”



“THIS MAY CHALLENGE THE NORM, AND
THAT’S INTENTIONAL...”

“I’M CHOOSING TO SPEAK FROM
AUTHORSHIP, NOT APPROVAL...”



Write a disruption script for one of these moments:

- A team meeting where truth is being avoided
- A performance review where you want to advocate for equity
- A panel or public moment where you want to shift the narrative

“WHAT’S THE COST OF STAYING
SILENT IN THIS MOMENT?”

