



You Are Not a Frog Podsheet

Episode 230: Why we need MORE conflict in our teams

Quick dip with Dr Rachel Morris

Date

Total CPD hours

EPISODE SUMMARY

It's nice to be nice – but that niceness is stopping teams from dealing with healthy conflict when it comes up. This leads to poor decisions, hidden resentments, and a lack of accountability. When we're afraid of conflict, we don't say what we really think, and problems stay hidden.

But we can start creating environments where healthy conflict is encouraged, by establishing trust. Talk to someone you usually don't chat with – ask how they're doing and share something personal about yourself. This helps build trust and makes it easier to have honest conversations later.

IN THIS EPISODE, YOU'LL:

- Understand how avoiding conflict in teams can lead to poor decisions and hidden resentments
- Learn how building trust and psychological safety can create healthy conflict and better team performance
- Discover practical techniques for encouraging honest conversations and resolving disagreements within teams



LISTEN

More episodes of You Are Not A Frog:

[How to Put Your Team Back Together](#)

Episode 225, with James Spice

[How to Tell People What You REALLY Think](#)

Episode 211, with Lasy Lawless

[How to Do Conflict Well](#)

Episode 23, with Jane Gunn

WATCH

[Watch the video version on YouTube](#)

Episode 230: Why we need MORE conflict in our teams

READ

[The Five Dysfunctions of a Team: A Leadership Fable](#)

by Patrick Lencioni

[The Fearless Organization: Creating Psychological Safety in the Workplace for Learning, Innovation, and Growth](#)

by Amy Edmondson



DO

List three things you have learned from this episode which have had an impact on you

Write down what action(s) you will take as a result of listening

Suggest how these actions will make a difference to you, your colleagues or your patients

Write down how you will know that a positive change has happened - what does good look like?





ADDITIONAL RESOURCES

Download [Get Your Life Back](#), our 60-minute reset for overwhelmed healthcare professionals!

Check out our [Beat Stress & Thrive](#) course for busy healthcare professionals!

Find out more about the [Shapes Toolkit Training programme](#)

Check out more free resources from [You Are Not a Frog](#)

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HAVE QUESTIONS?

[Email Rachel](#) or reach her on [LinkedIn](#)