



As we speak based on our voice, we speak either from the FUTURE toward the PRESENT (Connectors, Creatives, Pioneers) or from the PRESENT toward the FUTURE (Nurturers, Guardians).

To understand where we are speaking from helps us clarify communication within our team.

**PROVISIONAL** - I am brainstorming and wanting feedback about this idea, there are not set plans for the future.

**PLAN** - This is something we agree we want to do in the future but how we accomplish it and when is subject to change.

**PROMISE** - We have given our word, and we are going to do it come hell or high water.