



The Consulting Team, LLC
Facilitating Positive Change

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Leadership Tips - Spring 2026

Why Your Message Isn't Landing —And What to Do About It

From Marilyn and The Consulting Team



Dear Friends,

Have you ever left a conversation thinking, "I was clear—why didn't they get it?" In today's fast-paced workplace, communication breakdowns rarely happen because people don't care. More often, they happen because we assume others process information the same way we do.

This edition of Leadership Tips explores a simple but powerful shift: Clarity is not just what you say—it's what others hear.

Warmly,

Marilyn Manning, Ph.D.
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P.S. Please join us on Monday, June 15, 2026 at Noon for our next complimentary 30-min. webinar: "**Communicating with Clarity When It Matters Most**"
Email Admin@TheConsultingTeam.com to obtain login details. (The webinar description is found later in this edition.)

In this edition:

1. **Article:** Why Your Message Isn't Landing — And What to Do About It
2. **Complimentary June 15th webinar:** "Communicating with Clarity When It Matters Most," facilitated by Jo Bellacomo.
3. **Coaching options** and complimentary 30-min. coaching session offer



Photo by Unleash.com

Why Your Message Isn't Landing — And What to Do About It

The Missed Message

A department manager prided herself on being clear and efficient. In meetings, she got straight to the point, outlined next steps, and expected quick action.

Yet her team often followed up with questions—or worse, moved in the wrong direction.

After reflecting, she realized something important: her **direct, fast-paced style** worked for her—but not for everyone on her team.

Some needed more context. Others needed time to process. A few needed reassurance before taking action.

Once she adjusted her approach, her team's clarity—and confidence—improved almost immediately.



Photo by Unleash.com

Clarity happens when communication is received—not just delivered.

Clarity Starts with Awareness

As we've seen in our work with DiSC®, people tend to communicate in patterns: Some focus on **results and brevity**; others prioritize **connection and dialogue**; some value **stability and clarity of process**; others emphasize **accuracy and detail**.

None of these are right or wrong. But when we don't adapt, misunderstandings are almost guaranteed.

Four Ways to Improve Communication Clarity

1. Check Your Default Style

Ask yourself:

- Do I move quickly to the bottom line?
- Do I provide enough context?
- Do I focus more on tasks or people?

Awareness is the first step to clarity.

2. Watch for Signals You're Being Misunderstood

Common signs include:

- Repeated questions
- Lack of follow-through
- Silence or disengagement

- Work being done incorrectly

These are not performance issues—they are often **communication gaps**.

3. Adapt in Real Time

Try small shifts:

- With fast-paced listeners → **be concise and direct**
- With relational listeners → **acknowledge and engage**
- With steady listeners → **clarify expectations and next steps**
- With detail-oriented listeners → **provide specifics and accuracy**

Even slight adjustments can dramatically improve results.

4. Confirm Understanding

Before closing a conversation, ask:

- “What are your key takeaways?”
- “What do you see as the next steps?”

This simple habit prevents hours of rework later.

Reflection Questions

- When was the last time my message didn’t land as intended?
 - What might the other person have needed from me?
 - How can I adjust my approach next time?
-

Final Thought

Clear communication is not about saying more — it’s about **connecting more effectively**.

When we take the time to understand how others receive information, we reduce frustration, build trust, and get better results—faster.

Click here to register for our next complimentary 30-minute webinar, "Communicating With Clarity When it Matters Most," on Monday, June 15, at noon, Pacific

Join Us for a Complimentary Zoom Session:

"Communicating with Clarity When It Matters Most"

Practical DiSC® insights for high-stakes conversations



Facilitated by Senior Associate Jo Bellacomo

In this 30-minute session, you'll learn how to:

- Recognize your DiSC style
- Understand how others hear messages under pressure
- Reduce misunderstandings and mixed signals
- Communicate more clearly in real workplace situations

**Monday, June 15, 2026
Noon - 12:30 PM Pacific**

Confirm your seat and receive login details
when you register using the button below, or email: admin@theconsultingteam.com

Click here to register for our next complimentary 30-minute webinar, "Communicating with Clarity When It Matters Most," on Monday, June 15, at noon, Pacific

***Give us a call for a free brainstorming session.
(650) 464-6024***

COACHING

We offer coaching for managers, executives and individuals, including one-to-one career development and success coaching for executive team members and mid-

managers.



In Person: Initial intake session



Virtual coaching sessions

Areas of focus may include setting and achieving professional development objectives, clarifying goals, gaining self-awareness, inclusive and empowering leadership, operational planning, team effectiveness, collaborative emotional intelligence, and communication skill-building. [Learn more here.](#)

Free 30-minute Coaching Session:

Be one of the first three to respond and receive a complimentary 30-minute 1:1 coaching session with one of our twelve senior associate coaches.

[Request A Session Here](#)

The Consulting Team

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