The Brain Instruction Manual for Leaders
What nobody told you about working with humans
Bruna De Palo

Team Discussion Guide

This sample provides an overview of the Team Discussion Guide included with team purchases of 10 or more copies of *The Brain Instruction Manual for Leaders***.**

Reading creates awareness. Conversation creates shared language. Application changes behaviour.

Every chapter includes reflection questions, team discussions and practical actions to help teams apply the ideas together, not just read about them.

Each discussion takes approximately **30–45 minutes** and can be run during:

- Leadership team meetings
- Learning & Development programmes
- Book clubs
- Lunch-and-learn sessions
- Team offsites

For every chapter you'll find:

- **The Big Idea**
- **Reflection Questions**
- **Team Discussion**
- **Try This, This Week**
- **The Shift**

The objective is to build a **common language** that changes how your team thinks, communicates and leads.

30-Day Team Challenge

Over the next month:

✓ Read one chapter each week.
✓ Hold one 45-minute discussion.
✓ Choose one behaviour to practise together.
✓ Review what changed before moving to the next chapter.

Small changes, repeated consistently, create lasting change.

Chapter 1: The Brain, Simplified (and Why It Matters)

The Big Idea

People aren't difficult. They're responding to how their brain predicts, interprets and manages energy. Once you understand that, collaboration becomes much easier.

Reflection Questions

- Which idea challenged something you previously believed?
- Where do you waste the most mental energy during a typical week?
- Which assumptions or "Boxes" influence how you interpret your team?

Team Discussion

- What assumptions do we regularly make about each other?
- Which misunderstandings could simply come from different "Boxes"?
- Which behaviours do we often misinterpret?

Try This, This Week

The next time someone reacts in a surprising way, replace judgment with curiosity.
Ask yourself: **"What prediction might their brain be making?"**

The Shift: From Judging to Understanding

Instead of assuming someone is difficult, pause and become curious. Ask questions before drawing conclusions. Curiosity reduces friction, builds trust and often reveals that the behaviour made perfect sense from the other person's Box.

Preview of the Full Guide

Chapter 2 – Threat vs Optimal

Chapter 3 – Why Understanding Emotions Is Non-negotiable for Business

Chapter 4 – Yes, Change Is Hard BUT Possible

Chapter 5 – The Must-Create Condition That Makes Everything Else Work

Chapter 6 – The Energy Architect: Understanding Stress Before You Manage It

…and every remaining chapter in the book.

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Team Commitments

At the end of each discussion, complete these questions together.

What surprised us?

What will we start doing?

What will we stop doing?

Who will keep us accountable?

Continue the Conversation

This is a preview of the **Team Discussion Guide**, available exclusively with team purchases of **10 or more copies** of *The Brain Instruction Manual for Leaders*.

The complete guide includes facilitated discussions for every chapter, helping organisations turn the book into a ready-made leadership development programme.

ENQUIRY ABOUT TEAM ORDERS ➤

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