



INSIDE THE TEAM WITH JESSE FAVRE: AFTER THE EPISODE

Leader Companion Guide for Team Dialogue & Action Planning

EPISODE 1

Episode: Did I Just Get Ghosted at Work?! (Ft. De-Andrea Blaylock-Solar)

Duration: 24 min.

KEY TAKEAWAYS

Ghosting is the abrupt ending of communication without providing an opportunity for closure or resolution.

This behavior can appear in the workplace, from the hiring process to team projects.

⚠ *Warning: the risk is often higher in remote and hybrid teams, where face-to-face interactions are limited.*

Ghosting can cause emotional distress and negatively affect both wellbeing and productivity.

DISCUSSION QUESTIONS

1. Where have we seen ghosting behaviors here (i.e., hiring, onboarding, project work)?
2. What might make people feel unsafe or unsure about speaking up on our team?
3. Are there certain conversations we tend to avoid (i.e., conflict, mistakes, boundaries)?
4. What's the ripple effect when communication drops off?
5. What helps you feel trust is being rebuilt after a communication breakdown?
6. How can we build a culture of direct communication?

CHOOSE A CHALLENGE!

- Establish team norms for standard response times on emails, messages, and other requests.
- Set clear expectations for after-hours communication.
- Have each person ask a teammate how they prefer to communicate (chat, email, in person) and follow that style for the week.
- Role-play or practice tricky communication scenarios during a team meeting.
- Provide employees with links to communication trainings or resources to strengthen skills.



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CONTACT

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Jesse Favre, MSW, MBA is a leadership trainer and public speaker specializing in human behavior and mental health in the workplace.

Since founding her company in 2022, she has delivered 1,000+ seminars and workshops to employees around the world.

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