

COURAGEOUS LEADERSHIP FOR WELLBEING: Your Impact and Influence

Broaden Your Knowledge and Skillset

As you think about broadening your knowledge and skillset, ask yourself:

- *What interests me?*
- *What do I need to know about that I don't currently?*
- *What else would I like to be doing for which I need new skills?*
- *How can I add more value in my role at work or to my company's most important business priorities and what do I need to know in order to do that?*



1. List 1 – 2 areas in which you'd like to increase your knowledge or skills.



2. For each area you listed above, what's the very first step you'll take?

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Build Relationships and Alliances

As you think about building or enhancing relationships and alliances, ask yourself:

- *Who do I know that could mentor or support me?*
- *Where are my gaps and who do I need to know better to fill those?*
- *Whose knowledge or perspective do I want or need to learn more about?*
- *What is going on in other areas of the company I could integrate with – and who are the key players?*
- *Who is a great connector in my organization?*



1. Inside my organization, with whom do I need to build or strengthen relationships and alliances?



2. For each, what's my first step in getting to know or further connecting with this person?



3. Outside my organization, with whom do I need to build relationships and alliances?



4. For each, what's my first step in getting to know or further connecting with this person?

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Develop a Powerful Communication Style

Whether it's a presentation, group meeting or one-on-one conversation, keep in mind these three keys for powerful communication:

- Instead of information overload, **remember Aristotle** and take a balanced approach that's focused as much on connection and trust as it is on facts and figures:
 - Ethos (credibility, tone, trust)
 - Logos (are you making a sound business case and supporting it with logical information?)
 - Pathos (connection with the audience's emotions and values)

- Set a purposeful intention for yourself and your audience – and stick to it. Note that if you set an intention to “look smart” or “be right” or “get them to believe me”, your audience will feel that and likely put their defenses up. Consider intentions like: to connect and learn; to stay calm and confident; to understand.

- Practice, practice, practice!
 - Practice your content so you know your stuff. While logos isn't the most important piece of the equation, you'll feel more calm and confident if you're very familiar with the material. Practice delivering information succinctly and in bite-sized chunks that won't overwhelm.
 - Practice regulating your emotions and inner state. Before your communication opportunity, do whatever you need to in order to set yourself up to be in the right mental and emotional state. Check in periodically during the conversation to see if you need to reconnect with your intention and shift your energy.
 - Practice acceptance. Resistance is normal and planting a seed is progress. Acceptance doesn't mean you like it; it just means you drop your resistance to “what is” and start making change from there.

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1. Identify one conversation, meeting or presentation you want or need to have in the near future in order to change the status quo, elevate your impact or better support the people you serve. Write down a few words or sentences about this communication opportunity to bring it to life in your mind.



2. In 10 words or less, write down the *most important main point* of this communication opportunity. Seriously – 10 words or less! 😊



3. Establish your intentions for this conversation or communication opportunity by answering the following questions:

a) Coming from my highest self, what do I want for myself out of this conversation?

b) What do I want for the other person/people I will be talking with?



4. What questions might I need to ask in advance, at the start of the conversation or during it? What might help me learn more, connect better and establish trust?

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- 5. Consider what you'll need to do to set yourself up mentally and emotionally to have the best experience and materialize your intentions by answering these questions.
 - a) Before the communication opportunity, what do I need to do to get myself in the right frame of mind and emotional state?

 - b) If I notice negative self-talk or unhelpful emotions rise during the conversation or meeting, what will help me re-establish calm and focus and stick to my intention?

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Choose Courage!

When you're leading a paradigm shift or nudging change in the face of resistance, courage is a must. You have to choose to do what's outside your comfort zone even though it's new, uncomfortable or scary. Choosing the courageous act requires that you reckon with your anxiety and do important inner work.



1. What's one courageous act you'd like to commit to doing when you leave here today?

2. When you think about doing that courageous act, how do you feel? And why? What will you do to reckon with your anxiety about it so you can choose courage?