

# City of Madison

## Women's Leadership Series

**DAY 5: October 07, 2015**  
**Career Management and Self-Care**

CHOICES Coaching & Consulting  
Krista R. Morrissey



Change  
Success  
Failing  
Awareness



# DAY 5 - AGENDA

- Vulnerability, Courage, Shame and Owning It
- Networking
- Deflecting Self-Reflection
- My Hierarchy of Needs
- Social Constructionism
- Core Mining
- Who are you?
- None of My Business
- So What? Now What? I Was Here!

# VULNERABILITY

Owning our story can be hard but not nearly as difficult as spending our lives running from it. Embracing our vulnerabilities is risky but not nearly as dangerous as giving up on love and belonging and joy – the experiences that make us the most vulnerable. Only when we are brave enough to explore the darkness will we discover the infinite power of the light.

*Brene Brown – The Gifts of Imperfection*



*COR* – The Latin word for *heart*

*“To speak one’s mind by telling all one’s heart.”*

Speak honestly and openly about:

- Who you are
- What you are feeling
- Your experiences

Putting your vulnerability out there for the world to see!



Your Level of Vulnerability

Your Level of Courage

The Impact of a Small Change





Shame keeps worthiness away by convincing us that owning our stories will lead to people thinking less of us. Shame is all about fear.

~ Brene Brown – The Gifts of Imperfection ~

Fear is all about our inner circle. ~ Krista Morrissey ~

# OWN IT!

- Your Behavior
- Your Growth
- Your Leadership
- Your Confidence
- Your Success

## Relationship Management

The first relationship you need to manage is your relationship with yourself.

~ Krista Morrissey ~

The most important person you'll ever talk to is you. Be careful what you say.

~ John Maxwell ~



# DIG DEEP!



# HONOR YOU!

# Networking



# DEFLECTING SELF-REFLECTION

- Magic Pill, Tools, Direction, Answers
  - Nothing changes unless you are open to change
- 
- A. Not matured to self-reflection
  - B. Not yet open to understanding self
  - C. Understand self but won't own it – scared of what I see
  - D. Understand self but don't like what I see – deflect ownership



# STARTS WITH TRUST & CREDIBILITY

Discover Thy Self  
Know Thy Self  
Grow Thy Self  
Lead Thy Self



Comfortable  
Consistency  
Integrity  
Courage  
Vulnerability  
Authenticity  
Self-Acceptance



Internal Confidence



External Confidence

## CONFIDENCE

“Owning our STORY and  
*loving ourselves*  
through that process  
is the **BravEST** thing  
*that we will ever do.”*

-Brené Brown, from The Gifts of Imperfection

-BRENÉ BROWN from THE GIFTS OF IMPERFECTION



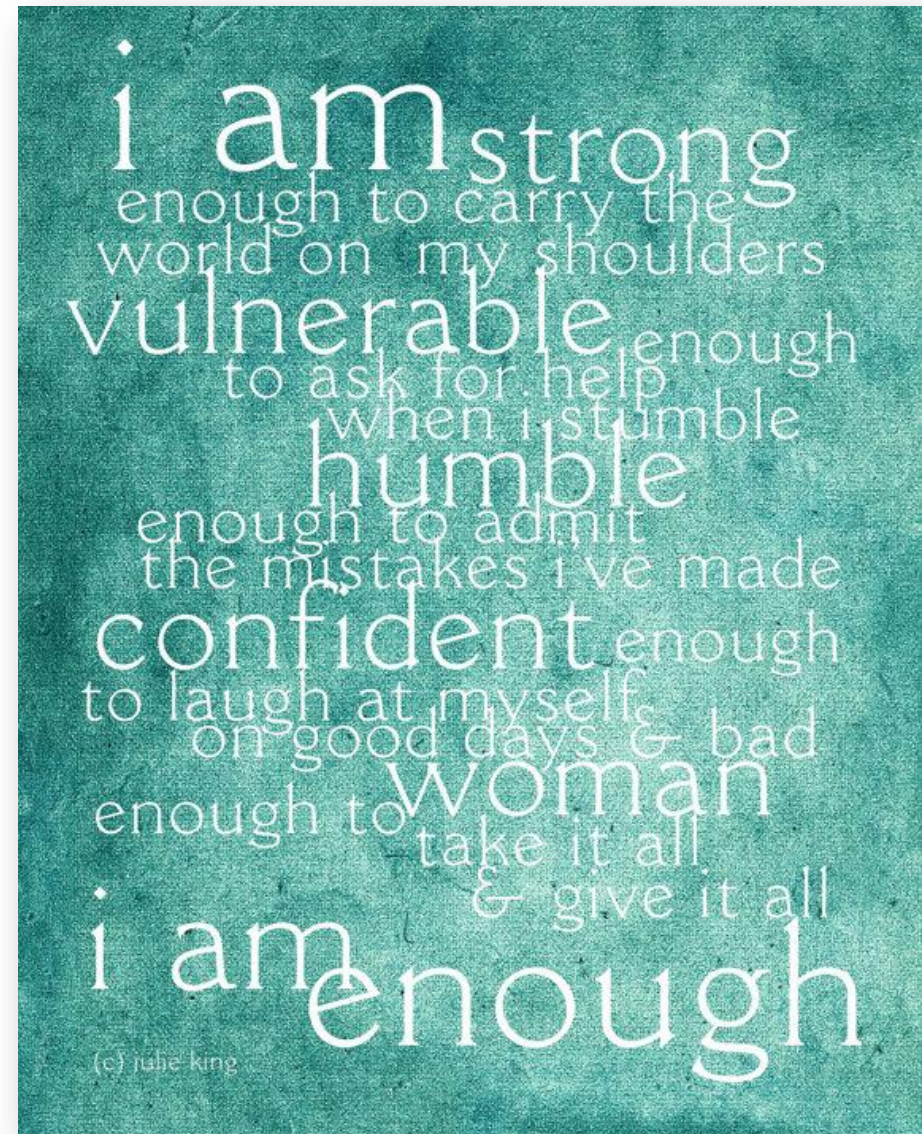
People are never  
able to  
outperform their  
self-image.

*John C. Maxwell*

meville.com



# **Confidence Lies Within**



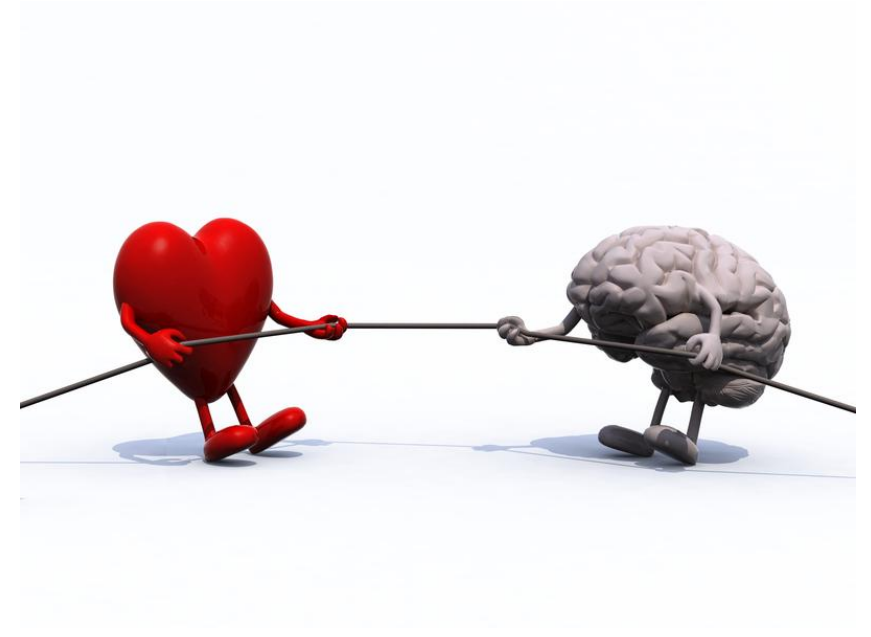


# LEADERSHIP

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LEADERSHIP IS NOT A TITLE OR A POSITION,

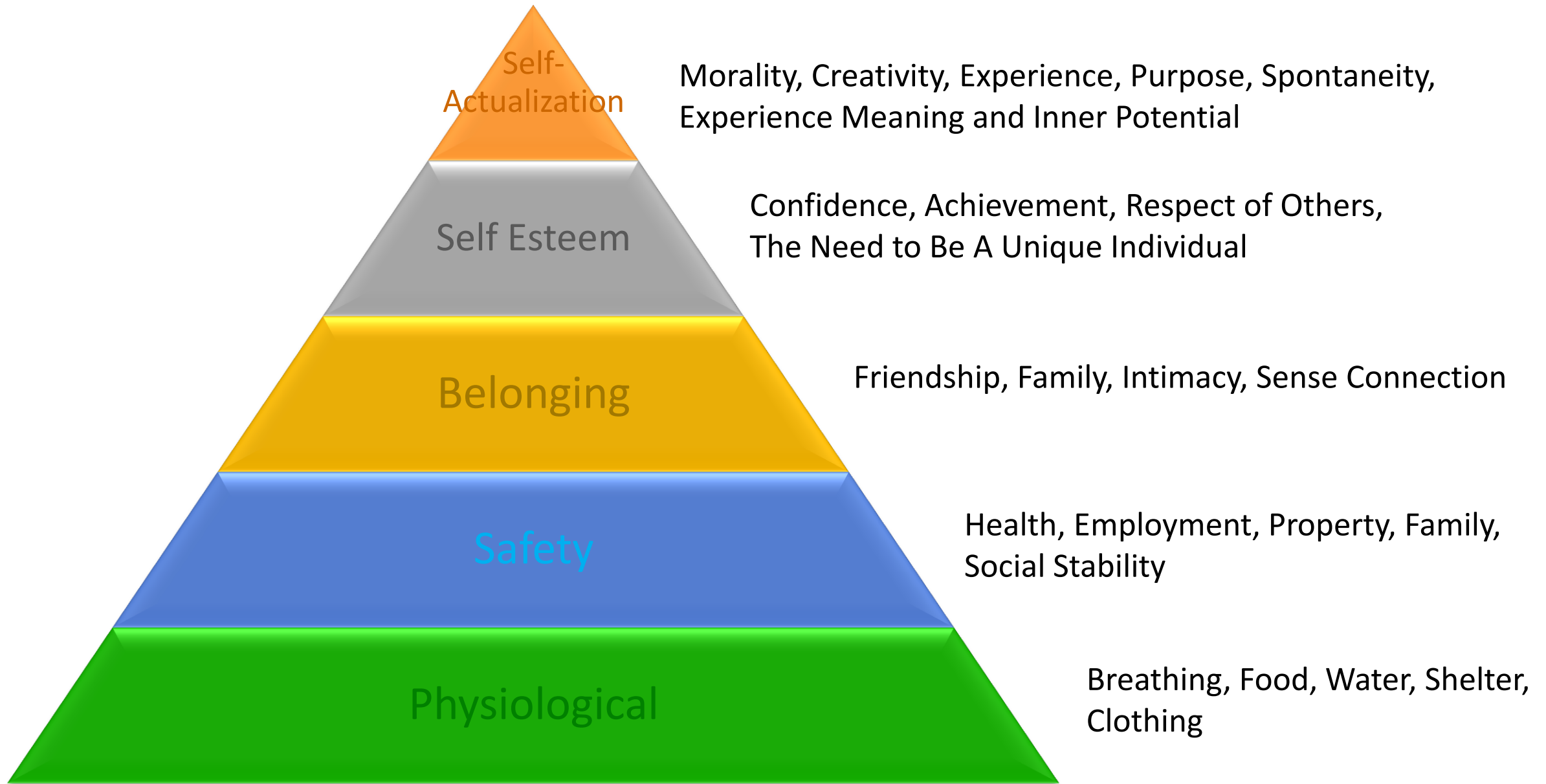
LEADERSHIP IS IN THE HEAD AND THE HEART



Every decision we make is tested inside our bodies!

We have no idea how many lives we impact by our words and our actions.





Source: Abraham Maslow

**Identify Your Voids - Specifically**

**Pair and Share**





**BREAK**

# LIVE INTENTIONALLY

Where you are is where you are meant to be in your journey.

There is a lesson to learn or to give before you move on.

- Be intentional in your living
- Find your center – power and balance
- School of Silence - daily

## The School of Silence





# THE RECIPE FOR 'YOU'



## Values

- Values serve as guides to action.
- They inform our decisions as to what to do and what not to do
- they tell us when to say yes, or no, and help us really understand why we mean “it.”  
*Kouzes & Posner, 2010, The Leadership Challenge*
- Construct for what you hold as important

## Beliefs

- Assumed truths that root our understanding of the world
- Constructs for what you hold true

# THE RECIPE FOR 'YOU'



## Perspectives

- A filter through which you see the world
- A point of view based on previous life experiences, values and beliefs

## Biases

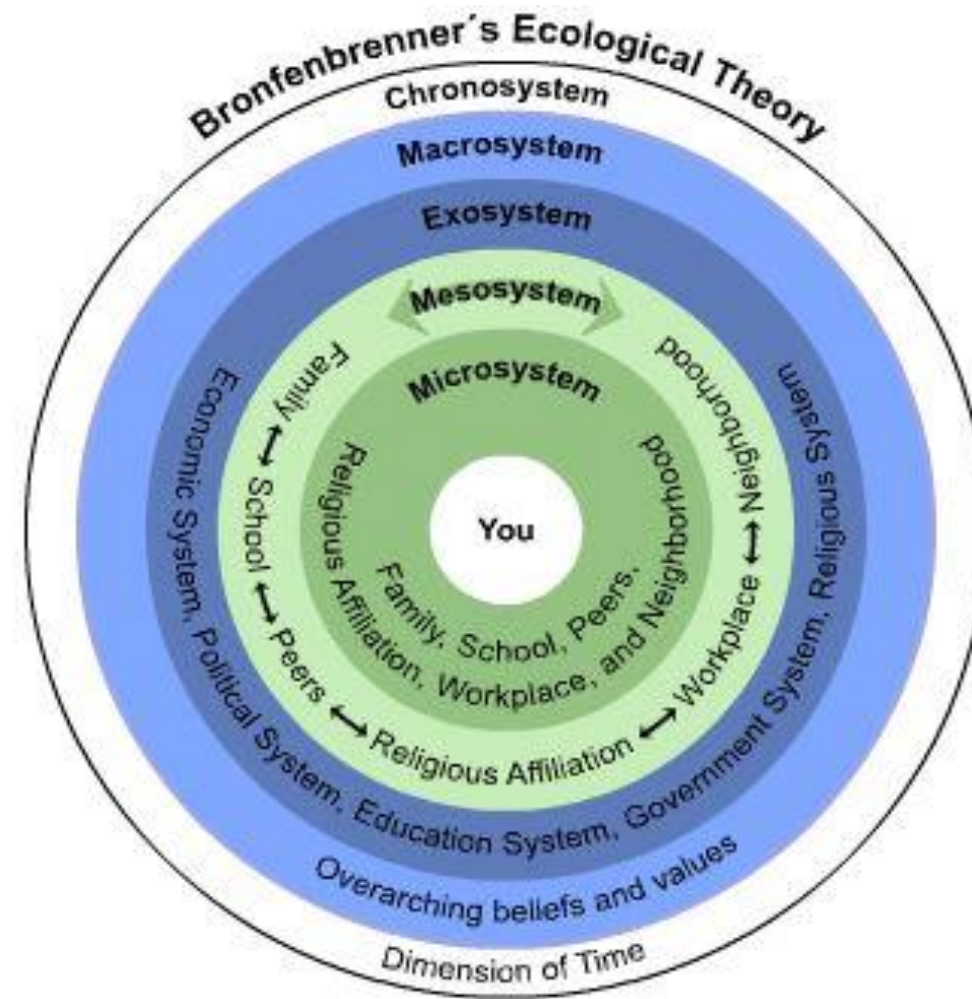
- Prejudice in favor or against, usually in a way considered unfair
- A particular tendency, inclination, feeling, or opinion, especially one that is preconceived or unreasoned

# SOCIAL CONSTRUCTIONISM

Social Constructionism makes relationship and relational practices the central theme of what it means to be human.

- Knowledge is communally created
- Personhood (self & identity) is created within relationships
- Language creates our world

~ The Handbook of Knowledge Based Coaching ~



Source: Urie Bronfenbrenner; Ecological Systems

*Watch your thoughts for they become words.  
Watch your words for they become actions.  
Watch your actions for they become habits.  
Watch your habits for they become your character.  
And watch your character for it becomes your destiny.  
What we think we become.*

*~ The Iron Lady ~*

## Core Mining



# WHAT IS A VALUE

**Who we are.** Not who we would like to be, not who we think we should be, but who we are in our lives, **right now.**

Another way to put it is that values represent our unique and individual essence, our ultimate and most fulfilling form of expressing and relating.

Our values serve as a compass pointing out what it means to be true to oneself. When we honor our values on a regular and consistent basis, life is good and fulfilling.

*Source: Co-Active Coaching.com, 2011*

# WHERE ARE YOUR VALUES?



Pull them out when they can be advantageous to you?

Your Guiding Light



Lost



# VALUES

Values drive behaviors

Behaviors create a culture

Inside the culture, your leadership creates a climate

Cultures and climates attract and repel specific types of employees, clients, vendors, mates, friends, communities.

**What do your behaviors say?**

**What types of people do you attract?**

UAE

# VALUES

- Top 10
- Top 5
- Defined
- In Action

Are your values yours or are they inherited?

Where are your values rooted?

*The activity is created from the work of my good friend Cella Janisch-Hartline owner of Enlightened Way: New Day*



WHO are YOU?

# ENERGY IN – ENERGY OUT



# ENERGY IN – ENERGY OUT



**YOU DECIDE**







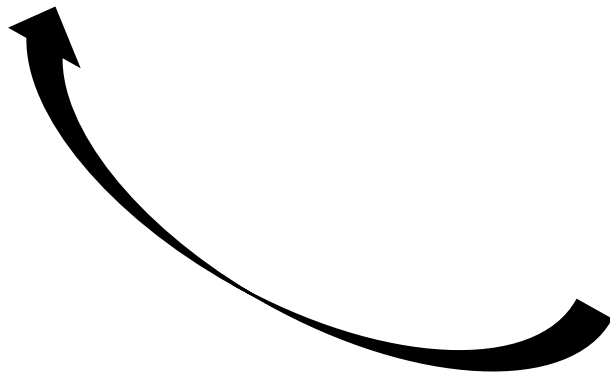
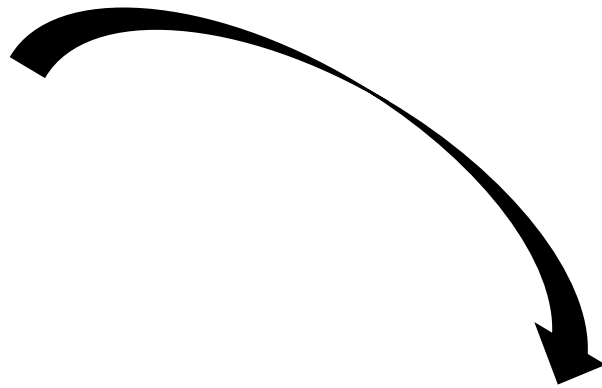
CHANGE YOUR LIFE WITH JUST ONE WORD

What You Think  
Of Me is None Of  
My Business

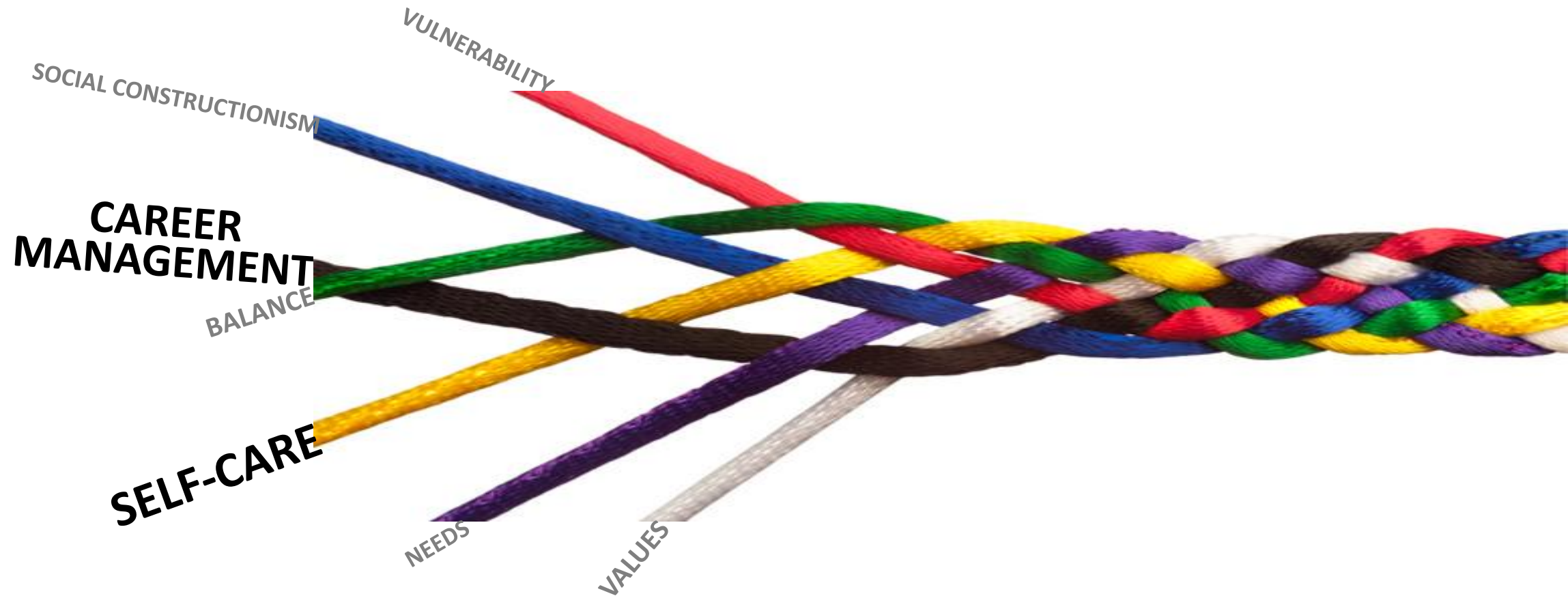
~ Terry Cole Whittaker ~







# WHAT'S THE CONNECTION?









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**CHOICES**

*Improving Ourselves  
One Choice At A Time*

*Improving Our Communities  
One Person At A Time*