

City of Madison

Women's Leadership Series

DAY 5: June 28, 2016

**SELF CARE
&
CAREER MANAGEMENT**

Presented by: Krista R. Morrissey
CHOICES Coaching & Consulting





WEEK 1



- Designed Alliance
- The Balanced Leader
(Masculine & Feminine Energy)
- Self-Leadership and Leadership Presence
- Coach Style Leadership
- Confidence



WEEK 2



- Designed Alliance
- The Balanced Leader
(Masculine & Feminine Energy)
- Powerful Questions
- Emotional Intelligence
- Showing up Intentionally
- Authenticity & Delivering your True Message



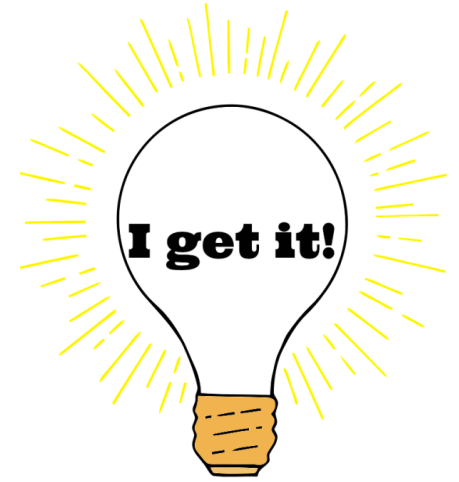
WEEK 3



- Implicit Bias
- Implicit Bias & Conflict Management
- Types of Workplace Conflict
- Breaking Down the Story
- Bias Cleanse

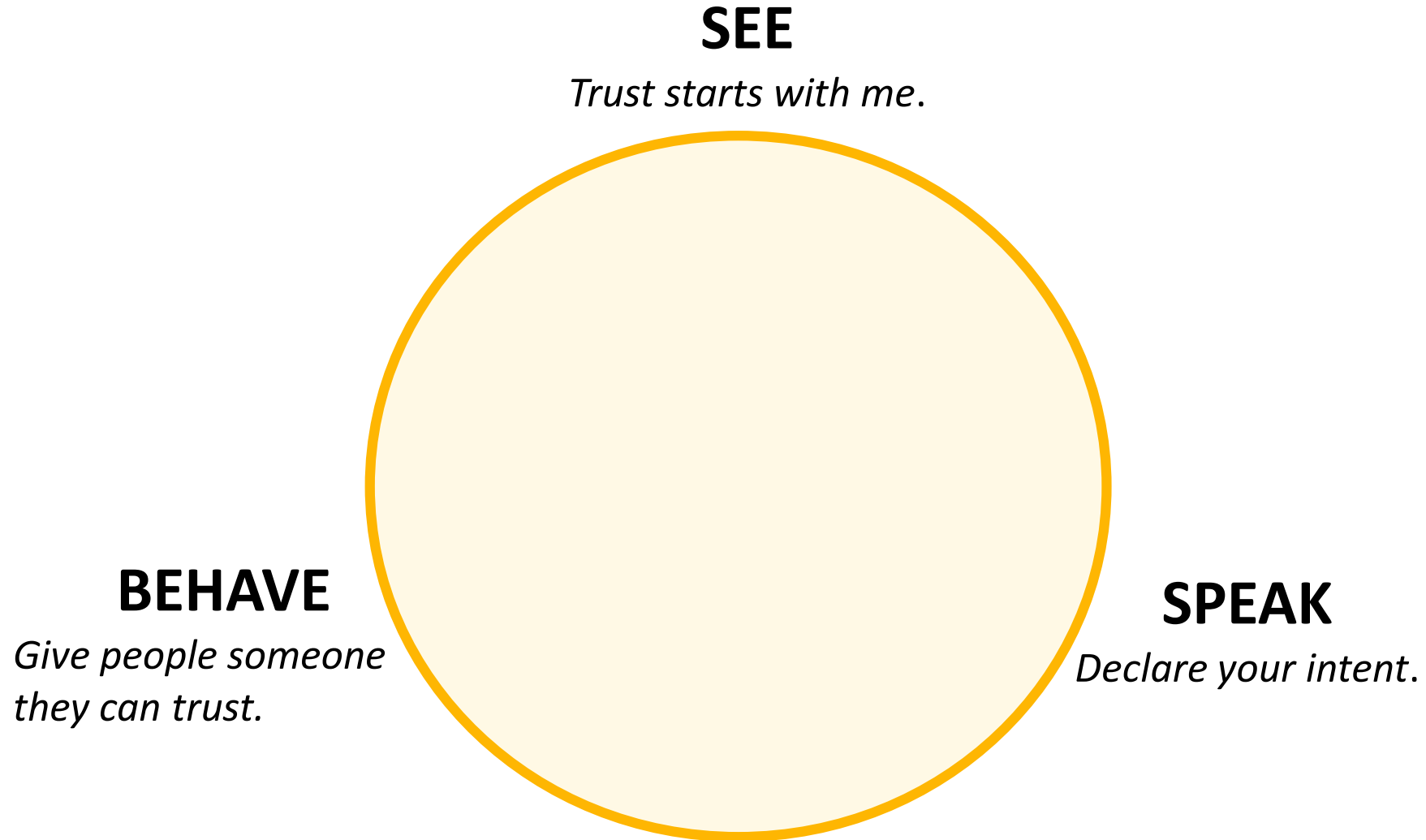


WEEK 4



- Developing Self-Awareness
- Developing Organizational Awareness
- Selling Yourself and Your Ideas
- Building Strategic Alliances

How Has Your Perspective Changed ?



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 ~

SO WHAT?

NOW WHAT?

TODAY'S JOURNEY:

- Core Mining
- Advocating *and* Adversarial
- Boundary Acknowledgement
- Self-Care Needs
- Mentor – Mentee Relationship
- Personal Continuous Improvement

POSITIONING YOURSELF



ADVERSARIAL

- Two people or two sides who appose each other



FIVE REASONS PEOPLE ARE ADVERSARIAL

1. Individuals are adversarial **when taken by surprise**
2. People may consciously choose to be adversarial **when stakes are high**
3. It is fairly common for individuals in a dispute to **behave as their opponents behave**
4. Some individuals take an adversarial approach to disputes because that is **what is most familiar**
5. In some cases individuals may feel that the process in which they are engaged offers **no better alternative than to be adversarial**

Source: University of Nevada - Reno



What is Your Adversarial Style?

What is the impact of your choice?

DEALING WITH ADVERSARIAL BEHAVIOR

It is necessary to understand your own reactions

When confronted with adversarial behavior, a natural reaction is to:

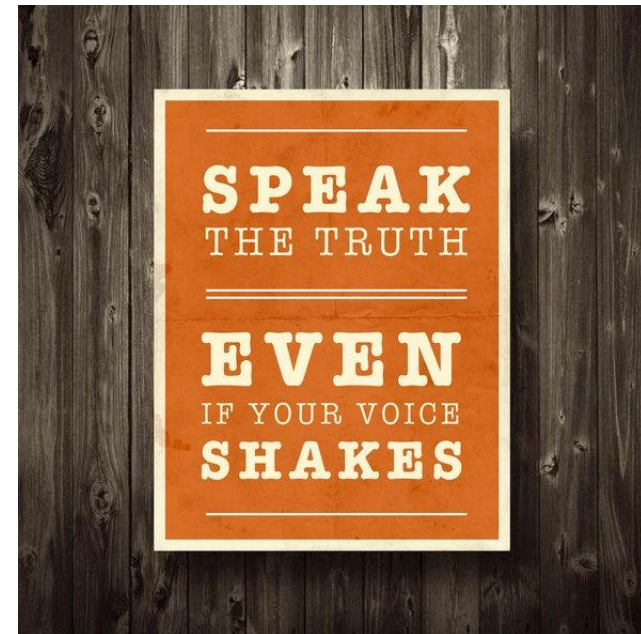
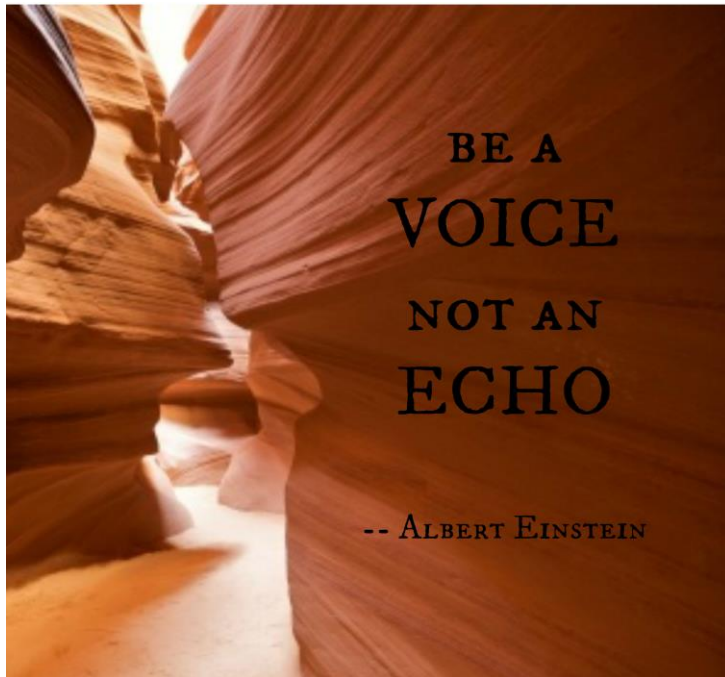
1. Strike Back
2. Give In
3. End the Relationship

What is the impact of each?

Source: University of Nevada - Reno

ADVOCATE

- The act of supporting a cause or proposal



SELF-ADVOCACY

Speaking for yourself, making decisions for yourself and controlling your own affairs.

It involves representing your own needs, problems and opinions to others.





What are Your Barriers to Self-Advocacy?



10 STEPS TO EFFECTIVE SELF-ADVOCACY

1. Believe in You
2. Know Your Rights
3. Decide What You Want
4. Get the Facts
5. Strategize
6. Gather Support
7. Target Your Efforts
8. Express Yourself Clearly
9. Assert Yourself Calmly
10. Be Firm and Persistent

Source: Unknown

YOU ARE
GOOD
ENOUGH.
BELIEVE IT.



Value

Values are 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.

Co-Active Coaching.com, 2011

Value

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

When you fully honor your values through your behaviors, choices and decisions, a vast sense of inner fulfillment is achieved.

WHERE ARE YOUR VALUES?



Pull them out when they can be advantageous to you?

Your Guiding Light



Lost

VALUES FORMATION

- Past

- Present

- Future



Importance

CHANGED?

CAN YOU LOOK BACK AND KNOW?



The Core of You!

Why are definitions important?

The same value(s) have different meaning to different people.
You must be clear on what your values mean and do not mean.
What do they look like in action for you?

YES



NO

WHY

Your Values Direct Everything!

Your Values Direct YOU!!



Vision: Improving ourselves one choice at a time, improving our communities one person at a time, improving our world one community at a time.

Mission: Guide individuals on an inside-out journey to discover the leader within and become a better version of themselves.

Spirituality	Gratitude	Integrity	Growth	Contribution	Variety	Autonomy
<ul style="list-style-type: none">•My 'who I am' and 'who I was created to be' are aligned. <p>reflection, inner peace, harmony, clarity, intuition, mindfulness, health, self-control</p> <ul style="list-style-type: none">•In action, I stay connected to my spiritual leader, and allow myself to be lead to live out my gifts and to positively impact the world. Each day I make a deposit to the world.	<ul style="list-style-type: none">•I recognize and am thankful for what I have, earned or given, and use it to give back. <p>joy, humor, love, appreciation, empathy, compassion</p> <ul style="list-style-type: none">•In action, I live my life (thoughts, words, actions) in appreciation. I use this energy to bring joy and humor to the lives of others.	<ul style="list-style-type: none">•I have little to no difference between my lips and my life <p>respect, honesty, approachable, trust, accountability, dependable, committed, loyal</p> <ul style="list-style-type: none">•In action, I do what I say I will do, while continually reflecting on and evaluating my behavior. Other can rely on me.	<ul style="list-style-type: none">•Holistic growth; my mind, body, spirit, emotions. <p>self-leadership, creativity, wisdom, knowledge, assertiveness</p> <ul style="list-style-type: none">•In action, I never stop learning and growing allowing me to use my knowledge, skills and talents to help others grow. I cannot give what I do not have.	<ul style="list-style-type: none">•Serving something bigger than me. <p>making a difference, service, generosity, passion, collaboration, friendship, encouragement</p> <ul style="list-style-type: none">•In action, I live outward to contribute to the growth and lives of other individuals and the world around me. Each day I make a deposit to the world.	<ul style="list-style-type: none">•Staying alive and vibrant. <p>Diversity, change, adventure, uniqueness, imagination, acceptance</p> <ul style="list-style-type: none">•In action, I am open, accepting and respectful to diversity in the world. I use what I learn to feed my desire for change and fuel my drive to live a vibrant life. I dream.	<ul style="list-style-type: none">•Never losing 'me' in 'us.' <p>freedom, independence, individuality, spunk</p> <ul style="list-style-type: none">•In action, I live with energy while honoring who I am. I show up as 'me' every day in thoughts, words and behaviors.

JUST BE ME!

Values and Boundaries

*Honoring Both
Advocating for YOU*



When you honor your boundaries,
you get to show up AND live
in the world as the person you want to be

BOUNDARIES

are a part of self-care.

They are healthy,
normal, and necessary.

DOREEN VIRTUE

People only treat
you one way...
the way you allow them.

Setting boundaries

is a way of
caring for myself.

It doesn't make me
mean, selfish or uncaring
because I don't
do things your way

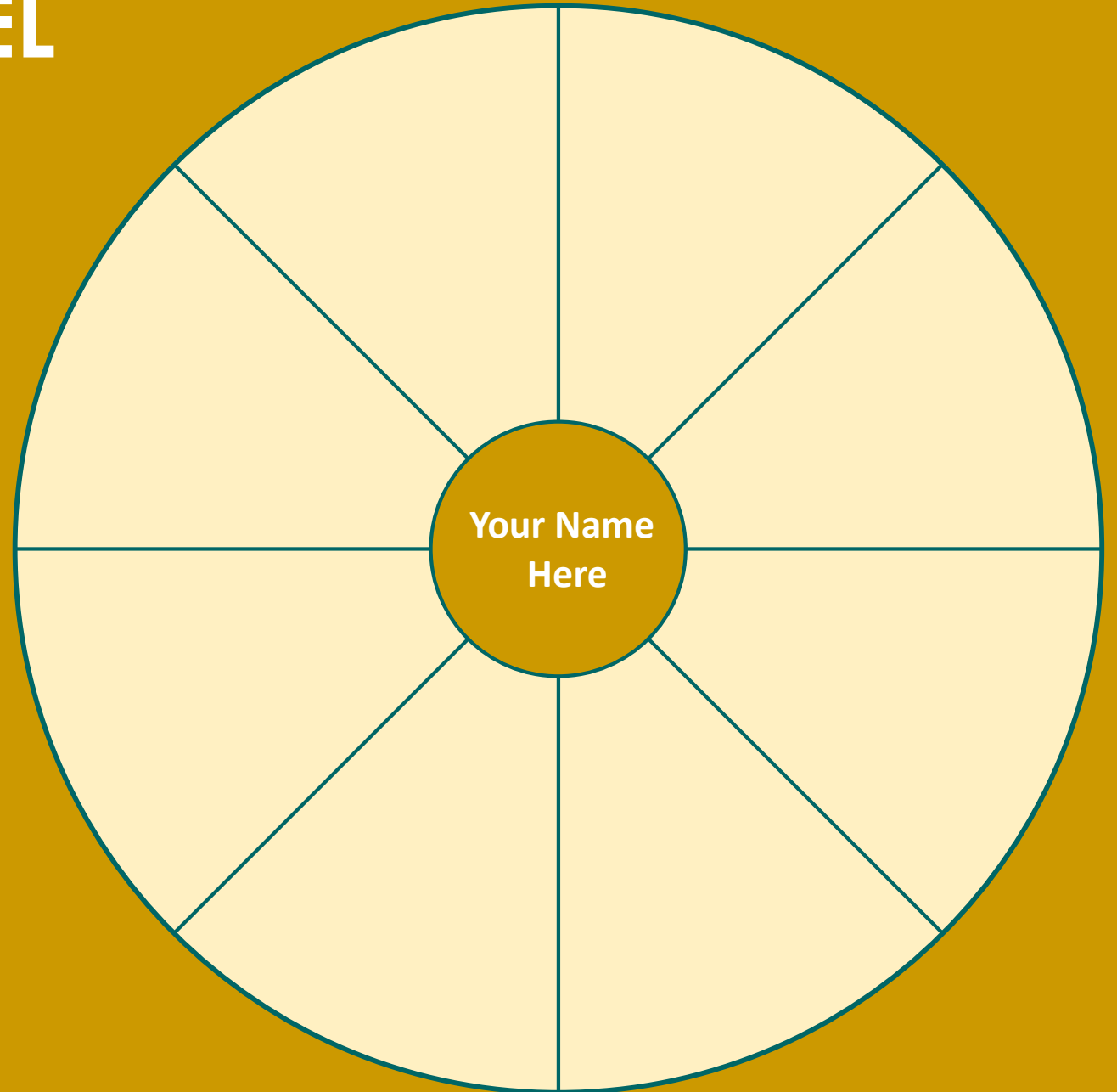
knowingworth.com

I care about me too.

SELF CARE WHEEL




SELF CARE WHEEL





**HAVE YOUR SAY
AND MAKE YOUR
VOICE HEARD**



Everything You Want
Is on
the Other Side of
FEAR

GIVE and ASK

GIVE

Clarity

Communication

ASK

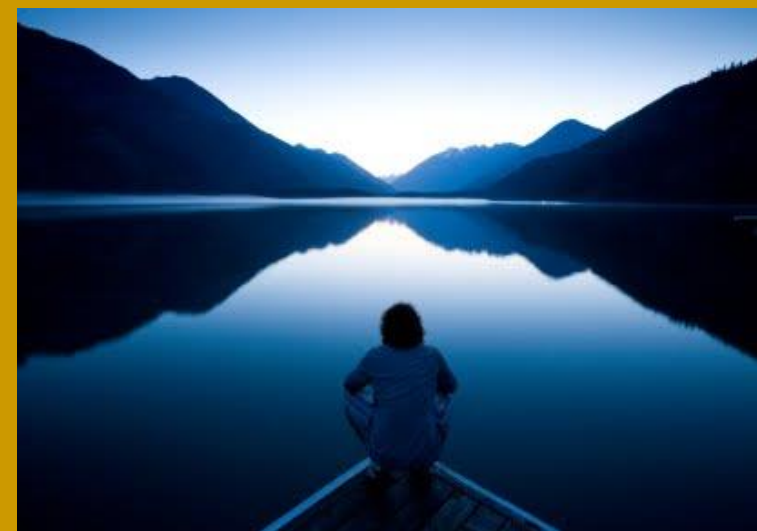
Growth

Support

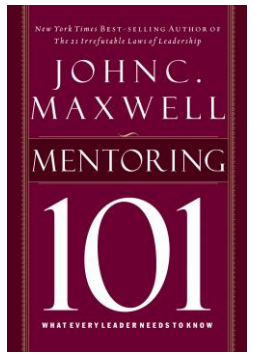


AWFULize and **IFalize**

CLARITY * COMMUNICATION * GROWTH * SUPPORT



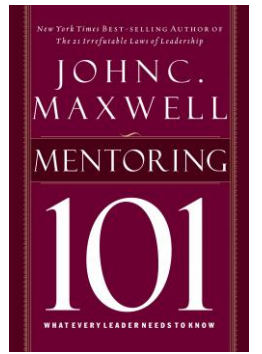
Mentor - Mentee



Mentors do three things for you:

1. They know the way – so they have insights and wisdom born from experience.
2. They show the way – by generously applying their insight and wisdom to your specific situation.
3. They go the way – by walking with you through your own journey and helping you learn from your experiences.

How Do We Find A Mentor.....



..... Someone who really speaks into our lives and changes our trajectory?

- ❖ Who do you gravitate towards?
- ❖ If you see someone is helping you, BE BOLD, ask to take them to breakfast. AND PAY!
- ❖ Who role models what you aspire to be?

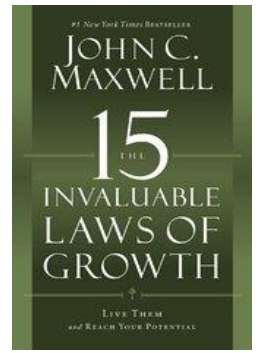


Mentor – Mentee

Understanding your role and responsibilities within the mentor/mentee relationship will better enable you to reach all of your desired goals. The following is a list of responsibilities by phase.

Mentor Roles & Responsibilities	Mentee Roles & Responsibilities
Phase 1: Identify Roles	Phase 1: Identify Roles
Phase 2: Communicate Expectations	Phase 2: Communicate Expectations
Phase 3: Work Together	Phase 3: Work Together
Phase 4: Meeting All the Goals	Phase 4: Meeting All of the Goals

The Law of Curiosity

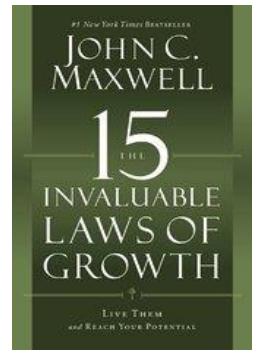


- Be curious! Ask mentors intentional questions
- Have a beginner's mind-set
 - Master the use of *WHY* and *HOW* questions
- What is the level of curiosity of those you 'hang' with?
- None of us is as smart as all of us
- Take Learning Risks

Takes you out of your comfort zone

Don't take yourself too seriously

The Law of Trade Offs



- The difference between where we are and where we want to be is created by the changes we are willing to make in our lives

Choice Points

Critical Cross Roads

Check Points

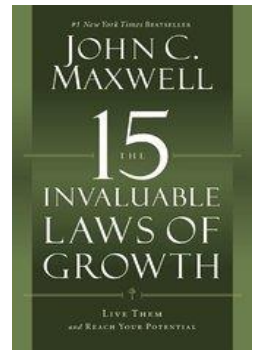
Key Decisions

Choices

Give Up To Grow Up

Give Up To Go Up

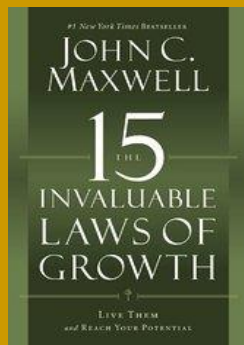
The Law of Trade Offs



- You must change the way you think – You must trade something off
- The more successful you become, the higher the trade offs
- It doesn't get easier!
- The moment you stop trade offs, you plateau

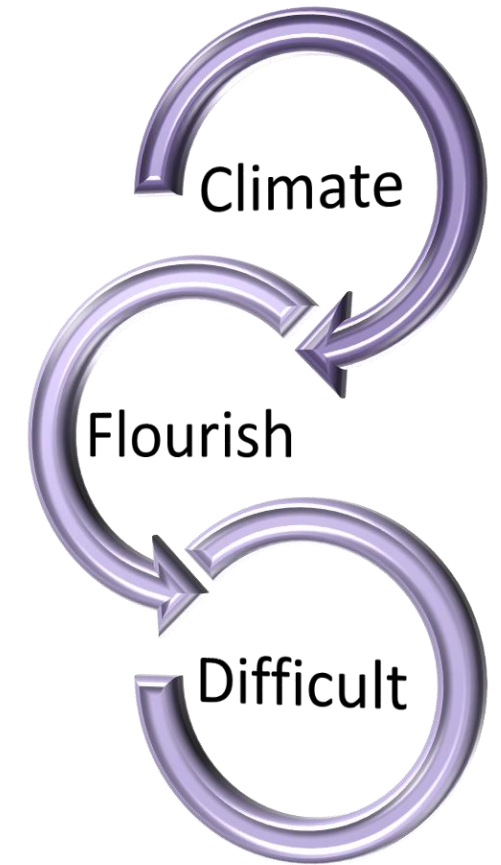
What trade do you need to make right now,
but have been unwilling to make?

The Next Thing I Need to Trade For	What I Must Give Up to Get It



Mentor – Mentee Alliance

- What atmosphere/culture/climate do you want to create for this relationship?
- What will help you flourish/succeed?
- How do you want to be together when it gets difficult?



Feedback

- Positive
- Timely
- Regular
- Specific
- Limit the focus
- Opportunities
- Specific Suggestions

When you...

It's a positive impact because...

It's a negative impact because...

What I would like you to do going forward....

Self-Leadership

Discovery Thy Self

Know Thy Self

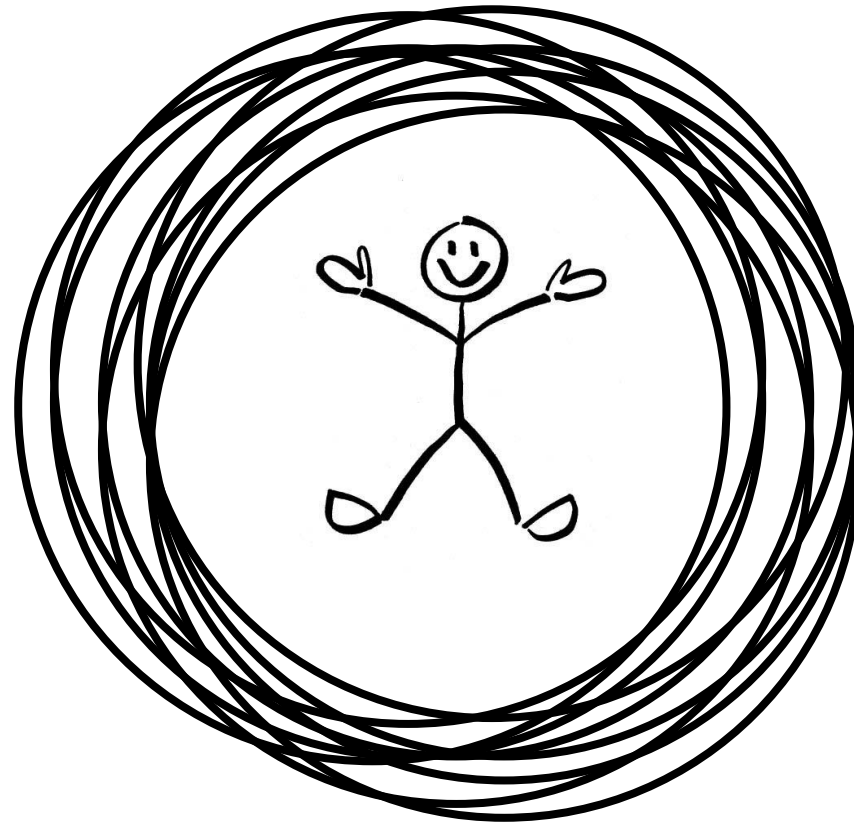
Grow Thy Self

Lead Thy Self

= Self Care & Career Management



Personal Continuous Improvement



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 ~

SO WHAT?

NOW WHAT?



I was here

**“We as choosers have the right to choose
but once the choice is chosen the choice
controls the chooser.”**

~ Krista Morrissey ~

Krista Morrissey

Chief Growth Officer

262.442.4303

krraemorrissey@gmail.com



CHOICES

*Improving Ourselves
One Choice At A Time*

*Improving Our Communities
One Person At A Time*

Call thoughts

- More emphasis on adversarial and advocating
- Navigating the assertiveness line - tricky for women
what it looks like
social cues to dial it up, dial it down

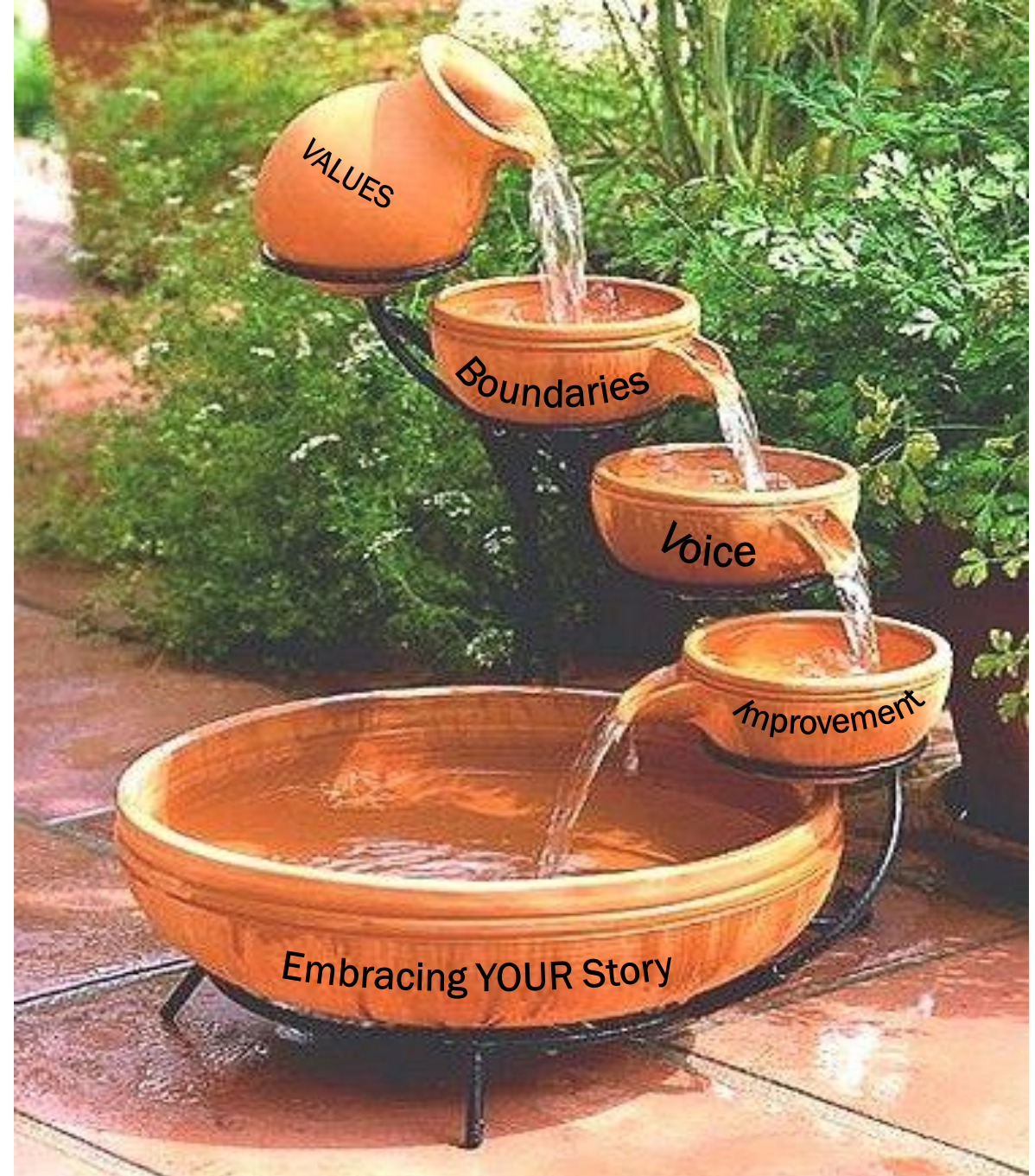
YOUR STORY – at end of the day

embracing our story + importance of using our story as an empowerment tool (brief outline coming from Erin) values, boundaries, voice feed into this

VALUES

BOUNDARIES

VOICE



continued

- Bill Moyer's Choice Points in the afternoon – article includes how you make up a story

right now is your choice point – what is your outcome going to be?

Self Care: recognizing what is going on in you and what to do about it.

self-awareness of your own emotional and development needs. Lack of is detrimental to our needs