

Bring Your Authentic Self



OUT AND EQUAL WORKPLACE SUMMIT

OCTOBER 6, 2010



WILDFIRE STRATEGIES

YOUR ORGANIZATION. ONLY BETTER™

Agenda



- Welcome/Introductions
- Expectations/Ground Rules
- Who is Authentic? What is Authenticity?
- Individual and Pairs Work
- Action Plan
- Wrap-Up and Evaluation



Objectives



- Develop a clear picture of your unique attributes
- Identify the roles in your life in which you feel most powerfully yourself
- Name the ways in which being L, G, B or T impacts your ability to act with authenticity
- Create a plan to intentionally bring the best of you to work and life
- Bring this topic back to your department/team for further application



Authenticity



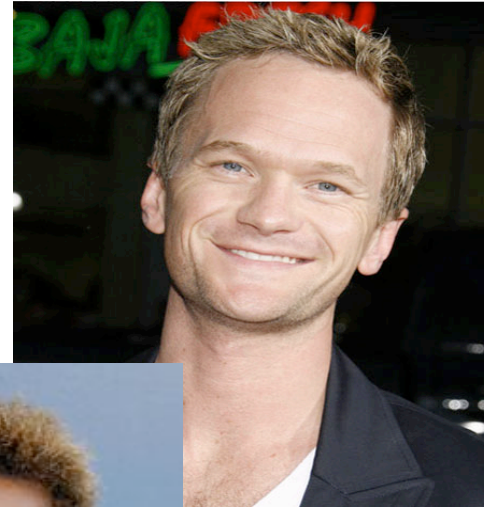
- Who is authentic?
- What is authenticity?
- Images and voting



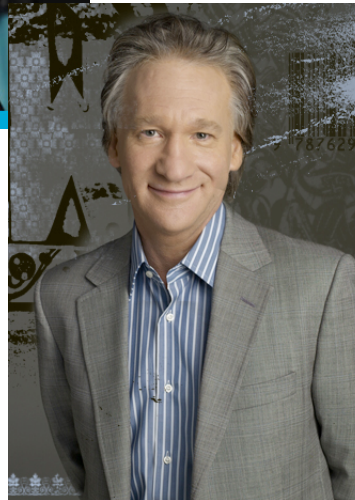
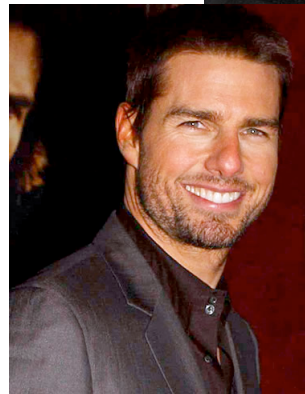
Who Would You Say Is Authentic?



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What is Authenticity?



- Where does it show up?
- Where does it not show up?
- Why?



Who Do You Admire?



- I am thinking of _____
- Qualities or characteristics I admire about this person:



What Would this Person Say About You?



- Qualities or characteristics the person you admire would say describe me when I am at my happiest and most comfortable:



Roles



Roles I play in my life

- List any and all you can think of (i.e., employee, colleague, manager, friend, sister, brother, mother, boyfriend, girlfriend, son, daughter, boss, etc.):

Pairs Activity

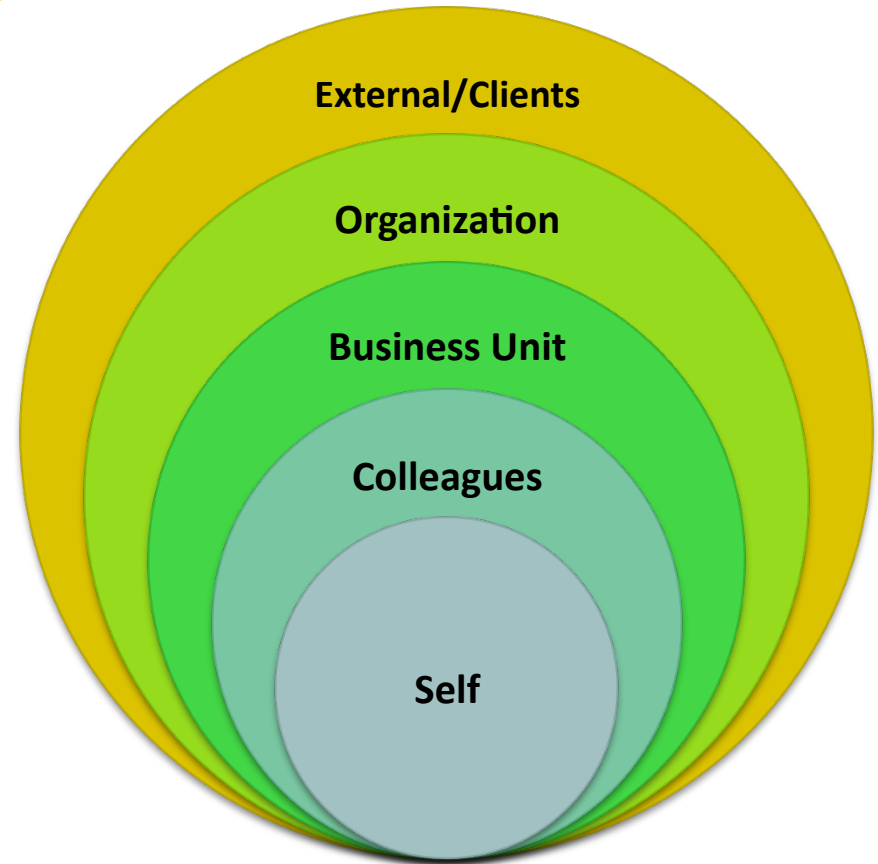


- Take ~seven minutes each to share your work
- Discuss:
 - The three qualities that you circled, and why
 - In which roles do those three qualities show up the most
 - ✦ How this connects to your being LGB or T (both at and outside of work)
 - Which of qualities you could bring forward more at work



Workplace Levels

- At which workplace level(s) are you most authentic?
- At which level will you be most challenged to bring these qualities forward at work?



Individual Action Plan



Identify one quality or characteristic you would like to accentuate at work

- What would you get from bringing it to work?
- Under what circumstances could you bring it?
 - Example: as a current or future ERG leader?
- With whom?
- How can you apply this attribute to your goals at work?
- How could this impact your performance?



Individual Action Plan



Four to six weeks from now, review the following:

- What was the result?
- What surprised you along the way?



Thank You!



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