

Untitled

Current run (last updated Sep 4, 2020 8:15am)

7

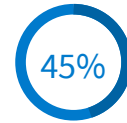
Activities

81

Participants

42

Average responses



Average engagement

How are you feeling today?



Responses

- content Frustrated by chasing so many follow-up items Ugh!
- Tired just moved house in the middle of COVID!!!
- Pulled in too many directions Maudlin Hopeful Overwhelmed
- Sad and excited and overwhelmed. Planning for vacation.
- OVERWHELMED loving life! A bit depressed tbh Struggling
- Could have a nap.
- yearning for the weekend but excited for this presentation! okay
- ANXIOUS!!!
- Overwhelmed - work, virtual school for kids - 24/7 mind exhaustion
- Distracted, lacking focus Thankful! Defeated Peaceful Slow
- Stressed but in control. Worn out Struggling Feminist 🙋
- overwhelmed Actually optimistic today! Ready and excited for change!
- Ready for the long weekend!! Lacking inspiration Energized
- Active, Happy and positive :) Tired Fragmented. Stressed Tired
- Distracted Happy, positive :) Pretty blah. Okay Exhausted



Engagement

43

Responses

What makes someone authentic?



Responses

- Just plain honesty actions represent words and intent
- Bravery (authenticity can be scary) 100% Me!
- Being in touch with yourself Being real no matter what
- Present in the moment in who you are Vulnerability
- Transparency with consistency Being true to themselves True Self
- Being intentional Living your truth genuine No BS or fakeness
- Vulnerability Being "real", being your whole self. True to self and others
- Bring your true self to anything you do Self acceptance Connected
- Sharing with people who have earned your trust, but not oversharing for pity, etc.
- Being yourself. Listening to others presently Empathy
- Feeling their honesty when they speak and act Work/life harmony
- Being your best self Honest
- Confidence in expressing who they are, no matter what the circumstances.
- Being present & vulnerability Vulnerability Honesty, open
- Living their truth Real Being free Consistency in different situations
- Vulnerability Honest and true to themselves Transparency
- Transparency honesty with themselves and others Vulnerability
- Open and honest Vulnerable Empathy
- Don't have to hide aspects of yourself Truthful Transparency
- Integrity Transparency Honesty Being 100 Candor Honesty

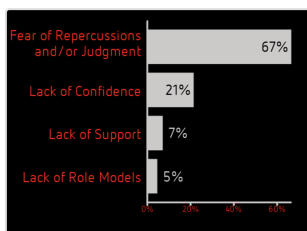
62%

Engagement

55

Responses

What is the main reason that people do not show up to work "authentically"?



Response options

- Fear of Repercussions and/or Judgment**
- Lack of Confidence
- Lack of Support
- Lack of Role Models

Count	Percentage
56	67%
18	21%
6	7%
4	5%

79%

Engagement

84

Responses

Come up with a topic for yourself - decision to make, content to create, purpose to extract?



Responses

- How can I make a difference, what do I bring to the table! How can I help others!
- How to help my team feel comfortable being themselves at work
- Retirement
- How do I engage my management in my D&I journey, so they don't treat it as a hobby.
- What can I do to help with racial equality?
- Need to hire a #2 so I have more time
- As a person of color, how do I best educate myself in order to educate others in my sphere of influence?
- Fixing shopping addiction
- Leading with a pro diversity/inclusion/equity culture proactively, and not just after an unfortunate event
- How do I be a leader for my team & handle team dynamics?
- With a new CEO, how will I define my role in the future?
- Determine what i truly want. How to raise empathetic kids
- Learn to say No when my plate is full
- Finding inspiration in a challenging time
- Become a permanent TM
- Second career after retirement
- Handling family dynamics
- How do i balance passion with \$\$\$?
- Ensuring real drive and direction in our leadership
- what's my next chapter?
- Becoming the type of leader I would want to work for
- Dealing with stressful clients
- Staying engaged
- How to better manage my energy
- How to create an environment where pronoun sensitivity is a priority
- What do I want to do when I "grow up"?
- pivot away from my degree
- Seeking purpose
- Work/Life balance, while not overcommitting
- Career direction
- Purpose
- Where do I want my career to go in the future.



Engagement

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Responses

Share what your "I think" statements were.



Responses

- I need to get engaged at a new facility without being allowed in the building
- I think I lead with capability not capacity
- I think my full team does not feel included
- Facts about who I am - mom, wife, etc
- I think you can connect from anywhere
- I think I am responsible for whether my team feels included
- Education is essential to live in a better world
- It is up to me to enroll my management in my diversity journey
- I will work better going into the office in-person even in a half-remote work environment
- Leaders are human, too
- Managing work and life is hard
- A
- I think I need to be a better manager and work harder on employee engagement.
- People perform better when they can bring their whole (Authentic!) self to work
- There are significant racial injustices!
- Need to change careers, follow my passion, reinvent myself
- Engagement is important
- Leadership is learned
- There are infinite remote opportunities for me in today's world
- I think children learn from their parents who lead by example.
- Diversity is there but the inclusion is not.
- People work better for a leader they respect



Engagement

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Responses

Share what your "I feel" statements were.



Responses

- Frustrated but inspired to push for change.
- I feel angry that we have not invested consistently in DEI but excited we are reinvesting
- I feel the feelings for my staff now more than ever
- I feel like it's so critical for my team to feel included and valued
- I feel like it's a personal reflection on me, but I know its not.
- I feel heartbroken for those that are struggling. Leaders are humans, too.
- Scared and apprehensive I feel scared.
- I am afraid that I will start loving it less if I do it all the time
- Confused, excludes, lonely, isolated
- I feel so lucky to have a wife that supports me in my goals
- I fear if I do not over commit I will become complacent I feel a lack of effort
- I feel scared to lose myself and get hurt
- I feel a connected experience to my peers
- I feel anxious about our Democracy Frustrated
- I feel overwhelmed yet excited for new work opportunity and change I can create
- I feel I am not doing enough
- I feel disappointed that people don't show up. Frustrated
- Vulnerable! But I like it!
- I feel so uncertain about where I will be in a few months because of the pandemic, much less in a few years
- I feel helpless in how to make this person on my team feel included
- I feel like it's impossible to get engaged at a new facility without being allowed in the building. I feel inadequate!
- I feel all the feels. feeling both fear and excitement for a change
- I feel financially comfortable, but sometimes passionless Anxious!!!
- I need to share things about me, to make my team comfortable sharing about themselves

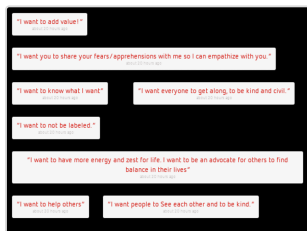


Engagement

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Responses

Share what your "I want" statements were.



Responses

- I want to be able to work without having to explain myself or have to adjust who I am to for expectations of someone that doesn't take the time to know w
- Word for word what you said :) Create more allies that will empower people to feel safe to bring their whole self to work
- I want everyone to feel included in my team I want to make change
- I want to lead meaningful work, and my team to also feel that their work is meaningful
- I want to express myself according to my female gender identity, being a "man"
- I WANT To add value!!!
- I want to have more energy and zest for life. I want to be an advocate for others to find balance in their lives
- I want people to See each other and to be kind.
- I want everyone to get along, to be kind and civil.
- Opportunity to elevate my work I want to help others
- I want to tune into what someone tells me without judgement and vice versa
- I want to find the strength...
- I want to leave a positive impact on everyone with whom I come in contact
- I want to be heard by upper management and valued.
- I want to not be labeled. I want to be more confident
- The volunteers do be empowered to generate ideas and recognise themselves and others.
- I want to add value! I want to raise my kids to be Humanity Ambassadors.
- I want young people to have the opportunity to get involved in their future and share humanity with others.
- I want to know what I want I want to be ok with my decision
- I want you to share your fears/apprehensions with me so I can empathize with you.
- I want the power of leadership, not for the sake of power, but to create change.
- I want people to show up and want to show up



Engagement

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Responses