



A do-it-yourself AND share-it-with others reflection and discussion guide for:
Arrive & Thrive: 7 impactful Practices for Women Navigating Leadership

“A world with more successful, thriving women leaders is a better world for all of humankind.”

Susan MacKenty
Brady, Janet Foutty,
Lynn Perry Wooten

PRACTICE 1

Investing in Your Best Self: lead from the best part of yourself—and ensure you tend to your mind, body, and spirit for continual renewal

- How did this chapter change or reinforce the way you thought about managing yourself?
- When is a time you have been in your best-self zone? What were the enablers for this? When is a time you were not leading from your best self? What were the blockers that contributed to this?
- What can you do to return to your best self?
- How can you support others to lead from their best self?
- **Thriver’s Wisdom Takeaway:** What did you appreciate about Sandra Fenwick’s story of leading from her best self?

PRACTICE 2

Embracing Authenticity: with intention and ease, bring your whole self to work

- How did this chapter change or reinforce the way you thought about authenticity?
- Think of a time when you purposefully left a part of yourself out of a professional situation. What was it that you prevented you from being you? What was the impact?
- How has your authentic self shifted over time? Use the Arrive & Thrive Values Tool® to help.
- What actions can you take to better foster an environment where others feel they can bring their whole self to work?
- **Thriver’s Wisdom Takeaway:** What did you appreciate about Carla Harris’ story of the “real deal?”

PRACTICE 3

Cultivating Courage: commit to action, alongside acknowledging and overcoming your fear of doing so

- How did this chapter change or reinforce the way you thought about courage?
- Think of a time you witnessed another person act with courage in a professional setting. What did they do? What did you notice? What was courageous about the act and what was the outcome?
- What ways have you tapped others for support as you advanced in your career, and when have you been shy to ask for help?
- How can you support others in your organization to cultivate courage?
- **Thriver's Wisdom Takeaway:** What did you appreciate about Natalie Martinez's story of no time for fear in the non-profit world?

PRACTICE 4

Fostering Resilience: keep up with the pace and intensity while overcoming setbacks and emerging stronger than before

- How did this chapter change or reinforce the way you thought about resilience?
- Map your current professional context to the S Curve of Learning. What is clear to you?
- Fill out the Resiliency Diagnostic. Where might you have confidence gaps for resiliency?
- What lessons of resilience can you share with others that may build their confidence?
- **Thriver's Wisdom Takeaway:** What did you appreciate about Beth Ford's story of thriving in six industries?

PRACTICE 5

Inspiring a Bold Vision: enroll others in a mission that awakens their spirit and desire to create a future that does not yet exist

- How did this chapter change or reinforce the way you thought about vision?
- Journal about a compelling – and achievable – story for your future, something that captures your heart. Share with a trusted confidant.
- Do you believe there is a compelling and inspiring vision for your organization? Why or why not?
- How can you contribute to the narrative of your team/organization's vision? In what ways could it better be carried forth?
- **Thriver's Wisdom Takeaway:** What did you appreciate about Helen Drinan's story of doing well by doing good?

PRACTICE 6

Creating a Healthy Team Environment: personify your organization's values and standards while creating an environment that is supportive, collaborative, and healthy

- How did this chapter change or reinforce the way you thought about healthy teams?
- Which of the six essential actions to creating a healthy team environment did you find yourself most drawn to / have interest? Why?
- The authors posit the 6th action – psychological safety – is the only one that, if absent, kills the effectiveness of the team, even if the other five are present. Do you agree? Why or why not?
- How can you better support the creation of a healthy team environment in your organization?
- **Thriver's Wisdom Takeaway:** What did you appreciate about Linda Henry's story of being safe and heard?

PRACTICE 7

Committing to the Work of the Inclusive Leader™: model the way for others while creating the culture of equity and inclusion needed for high performance

- How did this chapter change or reinforce the way you thought about leading inclusively?
- What does committing to the Work of the Inclusive Leader™ mean to you? How would you rate how you are doing?
- Using the Equity Activation Model, what cultural orthodoxies may need to be flipped in your organization in order to achieve equity?
- Where are people thriving? What have you noticed makes employees feel like they're thriving?
- **Thriver's Wisdom Takeaway:** What did you appreciate about Dan Helfrich's story of living and leading diversity?