



THE
ARRIVE
and
THRIVE

FIELD GUIDE

**Reflections and Exercises for
Women Navigating Leadership**

**Susan MacKenty Brady
Lynn Perry Wooten**



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ARRIVEANDTHRIVE.COM

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FOREWORD

Since the publication of *Arrive and Thrive*, we've had the privilege of sharing these ideas with thousands of leaders and learning from their experiences. We've heard firsthand how they're applying these concepts to support their own thriving. We've also had the opportunity to conduct several research studies on thriving, which have deepened our understanding of both what it means to thrive, and the benefits of thriving not just for individuals but for organizations.

Thriving cultures allow everyone to feel they are doing meaningful work, that they are valued for who they are, and that they can grow and develop. While thriving might sound aspirational, we have seen that it is not just achievable but vital to long-term success, both for individuals and their organizations.

Why Thriving Matters

We asked participants at our long-running Simmons Leadership Conference (the vast majority of whom are women) what it means to thrive and how it benefits them and their organizations. The results are striking - when women feel valued and supported, they report they are more engaged, productive, and creative. They also stay longer, reducing costly turnover.

Proven Practices That Allow You to Thrive

Through our work with leaders in live sessions, we've seen just how powerful these practices can be. Participants tell us that the combination of self-reflection, practical tools, and the journey from investing in your best self to leading inclusively doesn't just change how they lead at work, but how they lead their lives.

This Field Guide is here to help you bring these ideas into action so you can experience the benefits of thriving at work and beyond. As you embark on this journey, know that you have the power to create your own thriving. Trust yourself, embrace the process, and remember—you are not alone. We're cheering you on every step of the way.

Susan MacKenty Brady
Lynn Perry Wooten

INTRODUCTION TO THE FIELD GUIDE

This guide is designed to accompany *Arrive and Thrive*. It offers hands-on exercises and reflection prompts to help you apply these concepts in your daily life. While the book provides the key insights and frameworks, this guide supports you in turning those insights into meaningful action.

Take your time as you work through the exercises, and approach them with honesty and openness. You don't have to move through the practices in order—feel free to focus on what resonates most with you right now. That said, we recommend starting with *Investing in Your Best Self*, as understanding and returning to your Best Self Zone is the foundation for everything else.

Creating Circles of Support

In Practice 4: Fostering Resilience, we highlight the importance of building support systems through connections with others, including connectors, mentors, sponsors, coaches, mentees, wise elders and wise others. Consider inviting trusted colleagues, friends or accountability partners to engage in learning about these practices with you. Having a supportive network of folks who can encourage and challenge you along the way will make your learning even more powerful.

Thriving Starts Now

No matter where you are in your leadership journey, this guide is here to help you take meaningful steps toward thriving. The practices in *Arrive and Thrive* aren't just ideas—they're tools for creating a more fulfilling, impactful, and sustainable way of leading. We hope this guide helps you unlock new insights, build stronger connections, and, most importantly, thrive.

INVESTING IN YOUR BEST SELF

If you want to find more ease in relationships, be more joyful, less critical or reactive, less stressed, more productive, move through conflict with more ease, or just plain be happier, then investing in your best self is essential.

—Susan MacKenty Brady
Arrive and Thrive p.12

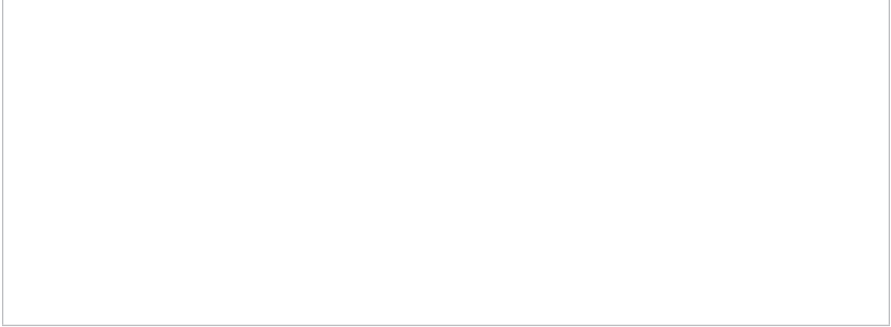
REFLECT: Who am I at my best?

Strengths and Talents

- What are my strengths and talents?
- What is my superpower?
- What have I been told I'm good at?
- What do I know I'm good at?

Value Creation

- Where do I create/add value? For my colleagues.
For my community. For my family and friends. For myself.
- What have I been called on to do?
- Where have people asked me for help and why?



Personal Vitality

- What brings me joy and vitality?
- What lights me up?



ACTION PLAN

What do I want to remember from this chapter?

What steps do I want to take?

If you wish to be on a journey of significance, you'll need to invest in—and then lead from—your best self.

—Sandra Fenwick, former CEO, Boston Children's Hospital
Arrive and Thrive p. 1

EMBRACING AUTHENTICITY

By definition, your authenticity is your competitive advantage.

—Carla Harris

Vice Chair, Managing Director and Senior Client Advisor, Morgan Stanley
Arrive and Thrive p.33

**REFLECT: Use the Arrive and Thrive Values Tool
to hone in on your values**

Accountability

Accuracy

Achievement

Adventurousness

Altruism

Ambition

Assertiveness

Authenticity

Balance

Being the best

Belonging

Boldness

Calmness

Carefulness

Challenge

Cheerfulness

Clear-mindedness

Commitment

Community

Compassion

Competitiveness

Consistency

Contentment

Continuous Improvement

Contribution

Control

Cooperation

Correctness

Courtesy

Creativity

Curiosity

Decisiveness

Democraticness

Dependability

Determination

Devoutness

Diligence

Discipline

Discretion

Diversity

Dynamism

Economy

ARRIVE AND THRIVE FIELD GUIDE

Effectiveness

Efficiency

Elegance

Empathy

Enjoyment

Enthusiasm

Equality

Excellence

Excitement

Expertise

Exploration

Expressiveness

Fairness

Faith

Family-oriented

Fidelity

Fitness

Fluency

Focus

Freedom

Fun

Generosity

Goodness

Grace

Growth

Happiness

Hard Work

Health

Helping Society

Holiness

Honesty

Honor

Humility

Independence

Ingenuity

Inner Harmony

Inquisitiveness

Inclusion

Insightfulness

Intelligence

Intellectual Status

Intuition

Joy

Justice

Leadership

Legacy

Love

Loyalty

Making a Difference

Mastery

Merit

Obedience

Openness

Order

Originality

Patriotism

Perfection

Piety

Positivity

Practicality

Preparedness

Professionalism

Prudence

Quality-orientation

Reliability

Resourcefulness

Restraint

Results-oriented

Rigor

Security

Self-actualization

Self-control

Selflessness

Self-reliance

Sensitivity

Serenity

Service

Shrewdness

Simplicity

Soundness

Speed

Spontaneity

Stability

Strategic

Strength

Structure

Success

Support

Teamwork

Temperance

Thankfulness

Thoroughness

Thoughtfulness

Timeliness

Tolerance

Traditionalism

Trustworthiness

Truth-seeking

Understanding

Uniqueness

Unity

Usefulness

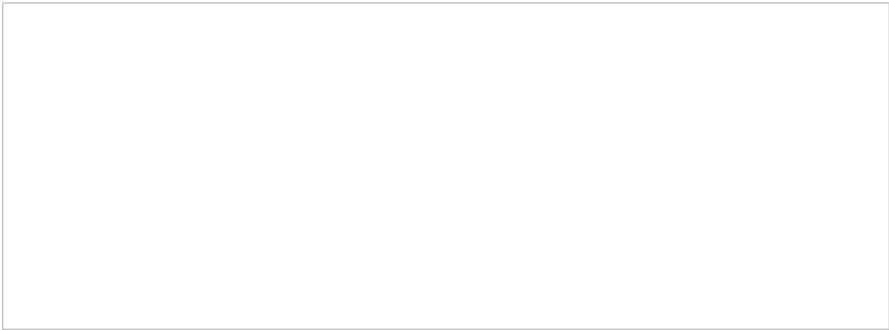
Vision

Vitality

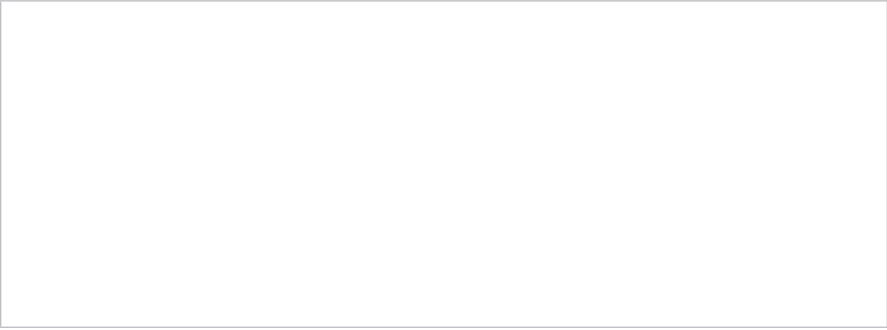
Without overthinking your selection, circle all of the values on the previous pages that resonate with you. Add missing values below.



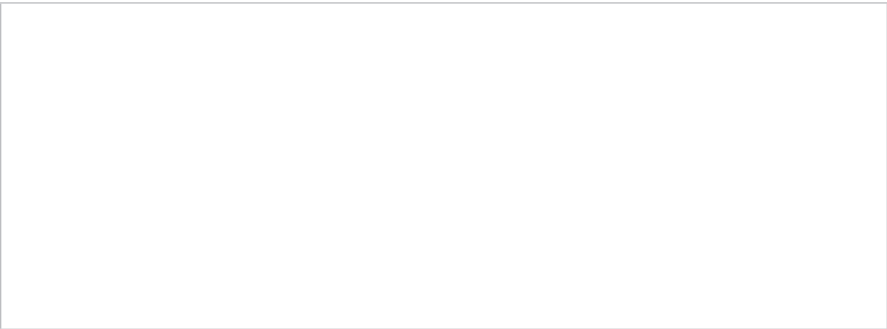
What are my core values?



What is the right order for my values?



What are my top 3-5 values and how do they help define my authentic identity?



ACTION PLAN

What do I want to remember from this chapter?

What steps do I want to take?

The reality is that people learn--and change--who they are through experience. By trying out different leadership styles and behaviors, you grow more than you would through introspection alone.

—Dr. Herminia Ibarra

Cora Chaired Professor of Leadership and Learning, INSEAD

Arrive and Thrive p.42

CULTIVATING COURAGE

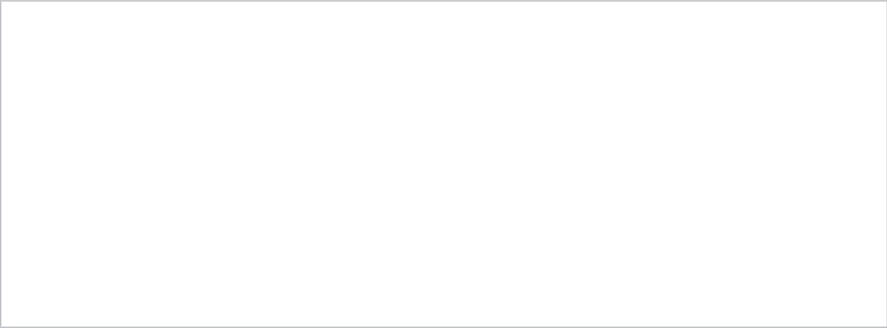
The things that worry us most will often provide the greatest value down the road in terms of growth, innovation, transformation, and much more.

—*Arrive and Thrive* p.64

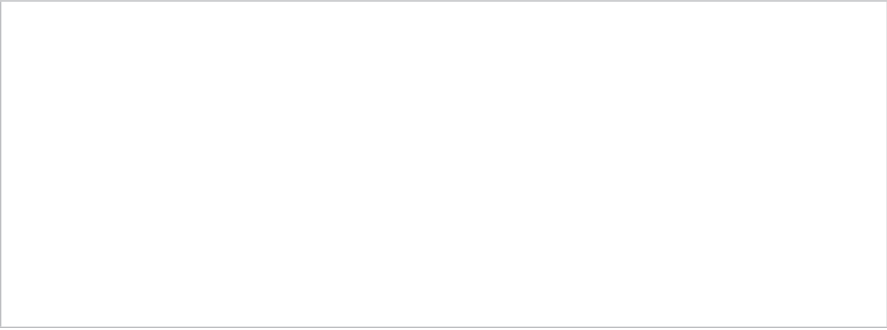
REFLECT

What is a situation I'm currently facing where I need to take courageous action?

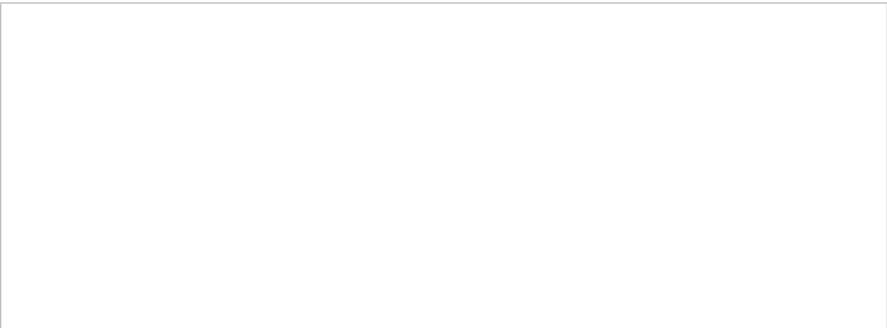
What are my fears?



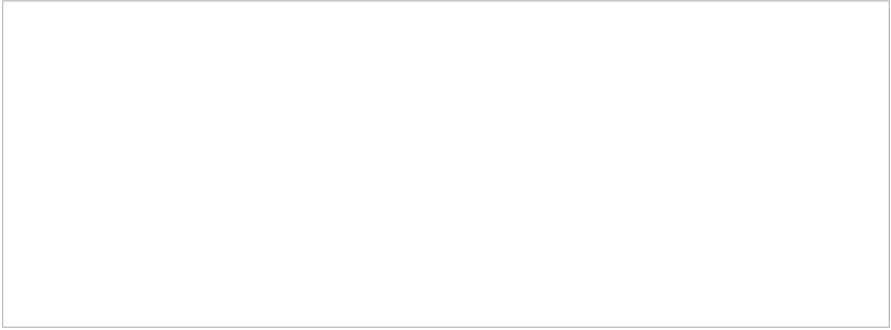
When have I taken action despite a chance of failing?



What was the risk?



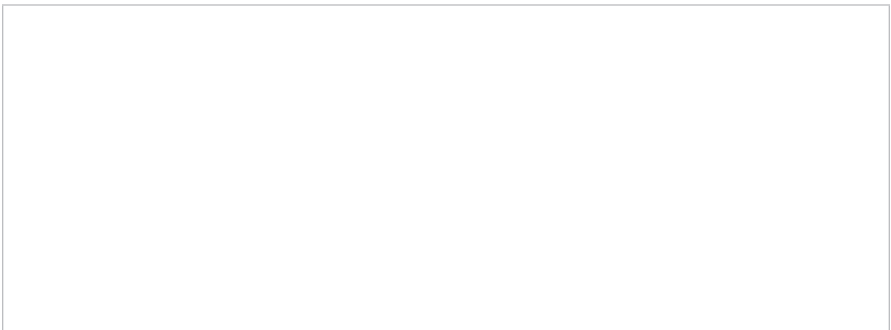
How did it feel?



How did I overcome the risk of failing?



What does this tell me about how to move forward with my current situation?



ACTION PLAN

What do I want to remember from this chapter?

What steps do I want to take?

As with so many things that would serve us (and others) our fear is what gets in the way. ..Fear of appearing too needy. Fear of imposing. Fear of revealing our struggle and having people realize we don't have it all together after all.

—Margie Warrell

Arrive and Thrive p.74

FOSTERING RESILIENCE

*Our resilience strengthens with every challenge,
every situation we endure. It always ends.
Welcome what's next.*

—Whitney Johnson
Arrive and Thrive p.91

REFLECT: Use the Resiliency Diagnostic to build confidence for resiliency

RESILIENCY DIAGNOSTIC

Check your level of confidence with the skill or perspective listed.
Take note of confidence gaps and focus on further developing those skills.

EFFECTIVE CRISIS LEADERSHIP COMPETENCY	I need to develop this skill	I'm moderately comfortable with this skill but could develop more	I am confident I have this skill in my toolbox
1 I see change as opportunity. It does not make me anxious.			
2 I know how to assess a situation and understand what is happening.			
3 I am clear about my values and what matters to me regardless of what is changing around me.			
4 I regularly assess my strengths and developmental needs.			
5 I see change as a chance to learn new skills, experiment and build my expertise and value.			

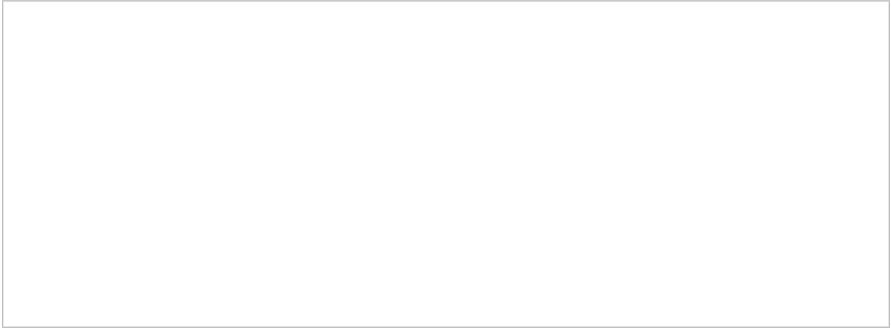
RESILIENCY DIAGNOSTIC

Check your level of confidence with the skill or perspective listed.
Take note of confidence gaps and focus on further developing those skills.

EFFECTIVE CRISIS LEADERSHIP COMPETENCY	I need to develop this skill	I'm moderately comfortable with this skill but could develop more	I am confident I have this skill in my toolbox
6 I direct my own career trajectory and choices. I am consciously scanning for opportunities to develop.			
7 I have healthy physical, mental, and emotional habits that I can maintain during a crisis.			
8 I have tools at my disposal for managing emotional dysregulation – intense negative emotions during stressful situations.			
9 I make time for learning and reflection.			
10 I have strong empathy skills.			
11 I have relationships that sustain me during times of crisis.			
12 I am comfortable with my personal identity and can differentiate who I am from the work that I choose to do.			
13 I have networks and affiliations that keep me connected to the world and informed about things that are important to me.			
14 My professional relationships are broad and varied.			

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Based on my answers, where are my confidence gaps for resiliency?



What is my action plan for closing the confidence gap?



ACTION PLAN

What do I want to remember from this chapter?

What steps do I want to take?

*Resilience is doing well when you shouldn't be doing well.
Resilience is your ability to withstand adversity, bounce back
from hardships, and grow despite life's downturns.*

—Dr. Amit Sood

Executive director of the Global Center for Resiliency and Wellbeing
Arrive and Thrive p.93

INSPIRING A BOLD VISION

*Inspiring a bold vision is a discovery of what needs to change
...and then finding the courage to embark on the essential steps
to bring the change to life.*

— *Arrive and Thrive* p.119

REFLECT

What ideas do I have for things I'd like to change, for myself, for my team, or for my organization?

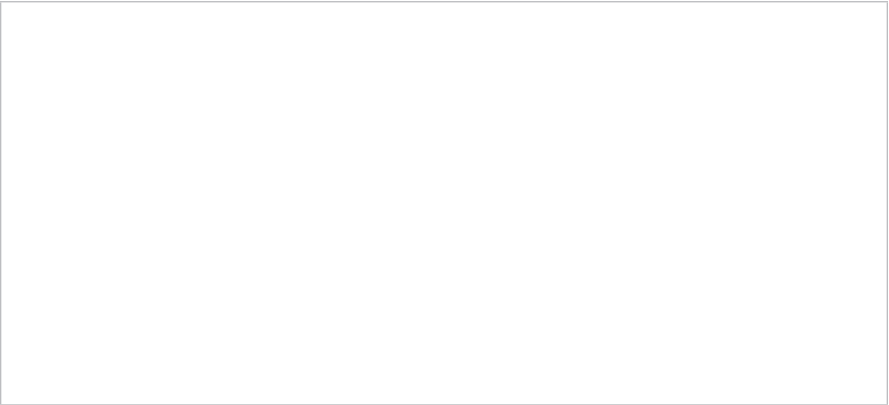
What is a meaningful date in the future that isn't so far away that it's out of reach:

What does my life look like on this date?

What is my personal vision that will bring me to the life that I described?



Given what I want to change for my team and/or my organization, what is my vision for my team/organization?



ACTION PLAN

What do I want to remember from this chapter?

What steps do I want to take?

A vision (is) essential because a vision inspires bold thoughts and actions, provides a road map for seeing possibilities, and invites stakeholders to share in achieving goals.

—Dr. Lynn Perry Wooten
Arrive and Thrive p.128

CREATING A HEALTHY TEAM ENVIRONMENT

Leading from the best parts of you...ignite others to lead from their best self with one another.

—Arrive and Thrive p.142

REFLECT

What are my team members' strengths?

How can I provide more opportunities for them to use them?

What is the strategy for my team?

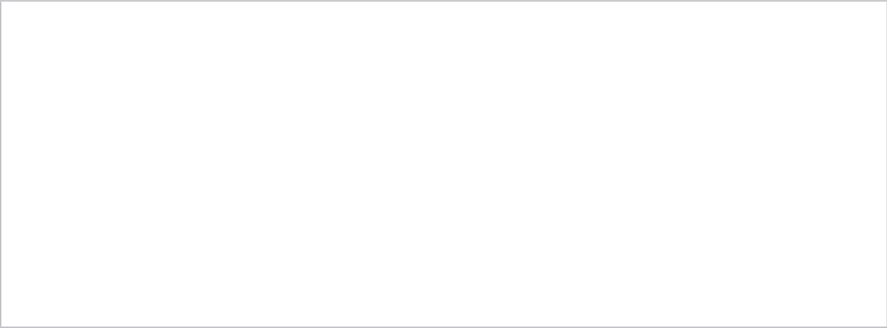
How can I communicate with honesty and transparency?

How are we currently convening?

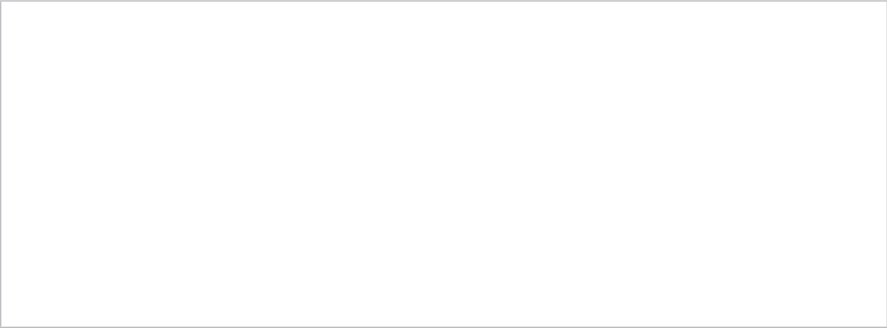
Should we be convening more frequently? If so, how?

How can I create more opportunities to learn and develop together?

Where do I have opportunities to “make it appreciative”?



How can I increase psychological safety within my team?



ACTION PLAN

What do I want to remember from this chapter?

What steps do I want to take?

The most important thing about creating a healthy team environment is to ensure people feel it is safe to take risks.

—Linda Henry
CEO Boston Globe Media
Arrive and Thrive p.141

COMMITTING TO THE WORK OF THE INCLUSIVE LEADER™

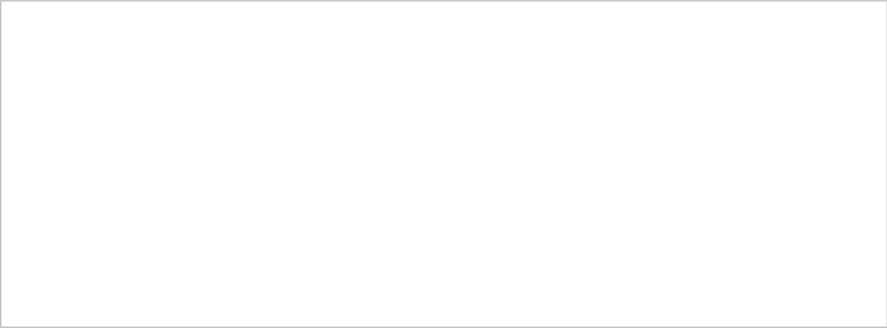
Inclusive leadership is the practice of leadership that intentionally provides ways that allow everyone across multiple types of differences to participate, contribute, have a voice, and feel that they are connected and belong, without losing individual uniqueness or having to give up valuable identities or aspects of themselves.

—Dr. Bernardo Ferdman
Arrive and Thrive p.166

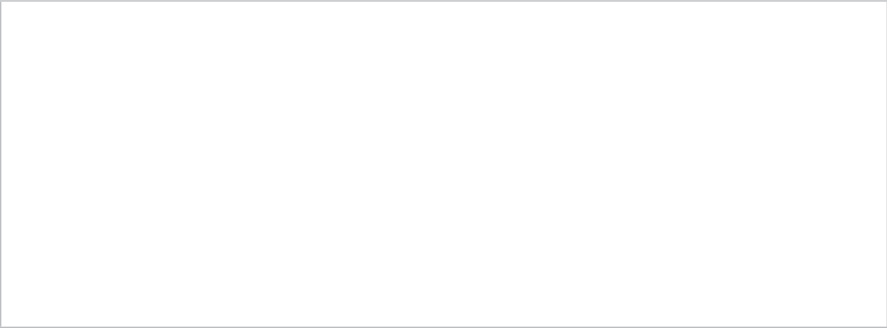
REFLECT

What do I want to learn about the experiences of people who are different from me?

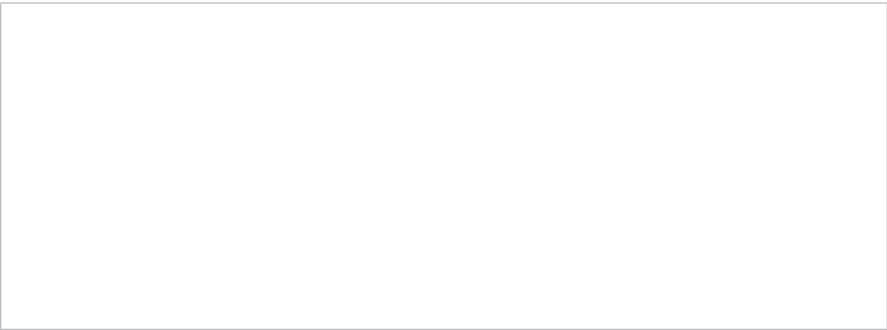
What is my purpose for leading more inclusively?



How am I already acting as an ally?



Where do I have opportunities to take action as an ally?

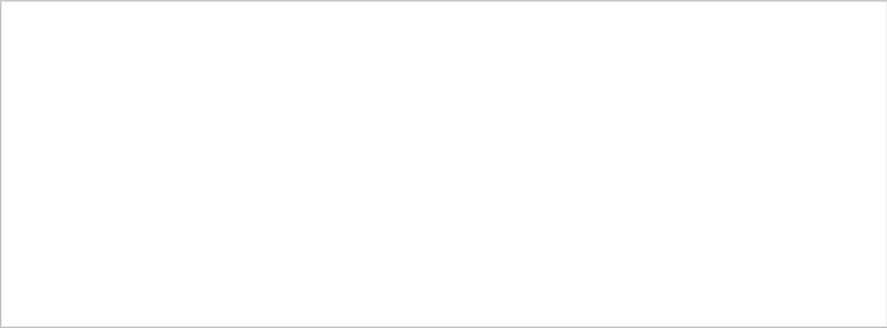


How am I creating a feeling of belonging for myself and others?

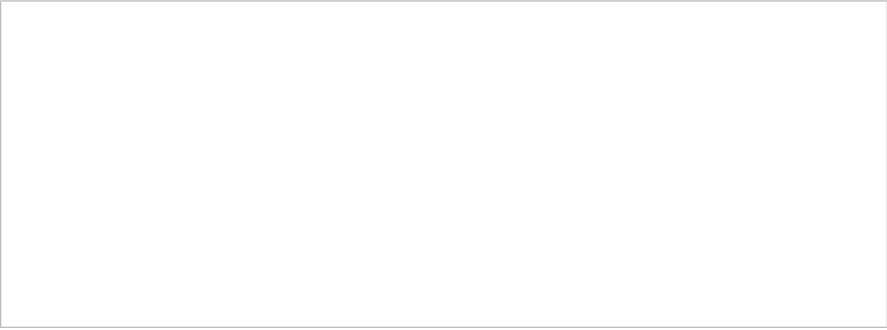
Where do I have opportunities to enhance the feeling of belonging?

Who am I sponsoring today?

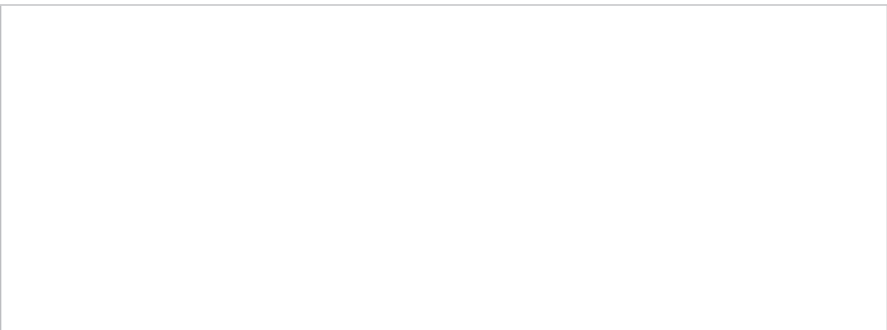
In what ways are they different from me?



Who might I sponsor who is different from me?



Where do I have an opportunity to make a systemic change to create a small win?



ACTION PLAN

What do I want to remember from this chapter?

What steps do I want to take?

This is lifelong and lifewide work. The road won't always be easy, but the rewards are immeasurable.

—Dr. Lynn Perry Wooten
Arrive and Thrive p.187

Praise for *Arrive and Thrive: 7 Impactful Practices for Women Navigating Leadership*

“This book captures insightful and practical lessons that all aspiring leaders can learn from.”

–**John Donahoe**, CEO of Nike

“Women fighting for gender equality have to upend so many barriers: a world of work built for men and outdated stereotypes. It can be exhausting but there is energy to be found in learning from the insights of *Arrive and Thrive*.”

–**Julia Gillard**, 27th Prime Minister of Australia;
Chair, The Global Institute for Women’s Leadership, King’s College London
and the Australian National University

“In an era where so many of us think we are just surviving in this complex business world, this book will inspire you to move from survive to thrive.”

–**Cathy Engelbert**, WNBA Commissioner

