

A-HA Moments and Top Tips & Takeaways from 2021 WLF Event and 10/12 BUZZ Session

Getting Permission – Self Advocating

- Who Are You? You aren't your job.
- Who is the Star of Your Story?
- What is your personal mission?
- What is holding you back?
- How have your dreams shaped you?
- You don't need permission to dream

A lot of it has to do with your thinking and that you need to Get Permission to Succeed

- The “ick” factor and getting past the factor of self-promotion; identify it, name it
 - We all come from a system where we have grown up with certain notions about who we are how and how we need to be. It's up to you to change the record and choose your path.
- Disconnecting from your inner voices
 - Whose voices live inside your head?
 - Do they help or hinder you?
 - How do you respond to them?
 - Do you need permission from them to succeed?
- Obstacles to Overcome
 - Fear
 - Analysis Paralysis – the fear of moving forward with a decision, you become paralyzed worried about the outcome, or that you're not good enough or that you can't do it and you are worried that the outcome will result in something worse. It's the overthinking and overanalyzing that we do.
 - ✓ Learn to recognize it.
 - ✓ Explore possible causes of overthinking
 - ✓ Make small choices quickly
 - ✓ Avoid letting decision-making consume you
 - ✓ Work on self-confidence – don't look at a new decision as another potential failure – it's an opportunity to learn more about yourself and it's okay to make mistakes.
 - ✓ Trust your instincts. Instincts relate less to logic and more to lived experience and emotions. Consider your feelings as well.
 - ✓ Practice acceptance. First, accept your discomfort and sit with it. Your brain is pushing you to keep thinking and analyzing, but this can be exhausting.

Failing to interrupt this thought pattern will only lead to more frustration and overwhelm. Instead of continuing to struggle for the “right” solution, acknowledge that you aren’t sure what that answer is.

- ✓ Get comfortable with uncertainty. Making one choice prevents you from knowing how different choices might have turned out but that’s life. You can’t plan for every outcome or possibility, it’s scary but again, try to trust your instincts and rely on other good decision-making strategies.
- You have to Plan – what are your 1, 3, 5-year goals personally and professionally or what do you need to do today?
 - **QUOTE - *Luck is what happens when preparation meets opportunity!***
- Look for opportunities, they are everywhere – are you taking advantage of them? What is holding you back?
- Establish trust and listen! What opportunities might you have when meeting people along the way. It’s about finding “your people” – connecting with them; it’s the best way to get others to help you.
- Ask for what you want – overcoming fear and that paralysis analysis.
- Follow Up – Follow up with gratitude, keep in touch with people, pay it forward
- Women are strong and we are in it together!
- Positive Thought: When thinking about WOMEN – think about the women’s restroom sign where there is a stick figure that looks like a woman with a dress, don’t see it as just a woman, think of the dress as a cape, we are superwoman, “wonder woman” and you can do anything you put your mind to. You just have to believe in yourself.

Working with Multi-Generations for Team Success

- When Alyson spoke about multi-generations, she started with some of her own personal stories and what we learned was that you have to focus on stories, not statistics or what you think you know about the people you are working with.
- She said Leadership is not a position. Leadership is the ability to serve a need and the choice to take action.
- When working with others, you have to get to know them, what is their story and how can you as a leader listen, understand them and work with them for a common ground solution and result.
- That’s what it means when she said Successful Leaders Know Stories, Not Just Statistics about Their People

So being able to identify and work with their varying personalities and the way they work can be difficult.

Tips for Working with Every Generation

DO's

- ✓ Recognize that generational differences influence our ideas, expectations, values and behaviors at work.
- ✓ Acknowledge that everyone wants to be treated with respect—and recognize that respect might look and feel different, based on differing experiences and perspectives.
- ✓ Know that you have different life experiences and can learn from others' experiences and perspectives.
- ✓ Find ways to create shared values and common ground.
- ✓ Be open and honest about your “hot buttons” (i.e., recurring sources of tension or conflict).
- ✓ Give your colleagues specific suggestions on what they can do to help you perform your best.
- ✓ Focus on what really matters—productivity, teamwork and customer relationships.
- ✓ Challenge assumptions and raise awareness regarding the multigenerational workplace.

DON'Ts

- Stereotype (e.g., judging your colleagues' capabilities by what they wear and what their work hours seem to be).
- Ridicule or make derogatory remarks like “dinosaur,” “bureaucrat,” “slacker” or “kid.”
- Miss chances to improve communications/strengthen relationships.
- Assume every member of any given generation thinks or behaves exactly alike.

Tips for Working with Each Generation

Working with Traditionalists

Motto: Pay your dues.

History: Grew up during a time of economic and political uncertainty – influenced by clearly defined sex roles and the military model. Generally seen as dedicated, loyal, long-term employees.

Tips:

- Acknowledge their experience, expertise and dedication.
- Pay attention to the chain of command and its importance to getting things done in certain areas of your organization.
- Speak positively of your company's history and legacy.

- Express interest in the work (e.g., projects, processes, products and bottom-line results).
- Seek the insights they've gained from years of experience.
- Use them as a resource when you have questions or problems.
- Acknowledge their respect for rules and hierarchy.
- Avoid age-related name call or offensive comments, such as, "When are you going to retire?" grandpa/grandma; senior moments; Are you still here?

Working with Baby Boomers

Motto: Anything is possible.

History: Grew up during a time of economic prosperity and positive change that was viewed as "progress" and that included progressive views on child rearing. Generally seen as optimistic and competitive, willing to work hard to ensure their (organizational) success.

Tips:

- Acknowledge their experience, expertise and hard work.
- Find a communications balance between email (can be seen as too impersonal), voicemail and face-to-face conversations and meetings.
 - ✓ Seek their help with workplace politics. Use them to navigate politically charged environments.
 - ✓ Use them as a sounding board to test ideas before plunging in. Ask a lot of questions about what has worked or not worked in the past.
 - ✓ Avoid age-related name calling or offensive comments, such as, "They will do anything to get ahead" .; workaholic

Working with Generation X

Motto: Work-Life Balance

History: Grew up in the shadow of the Baby Boomers during a time of change that negatively impacted family (divorce/latch- key kids); jobs (massive layoffs); economy (double-digit inflation); public trust (Watergate); and the environment (oil spills/endangered species). Generally seen as skeptical, with loyalty and work ethic defined more individually, based on personal needs rather than organizational needs.

Tips:

- Acknowledge their experience and expertise and that you can learn from them.
- Be clear and direct in your language. Avoid corporate jargon, buzzwords and clichés.
- Find a communications balance—save meetings for issues that really require face-to-face communication.
- Allow flexibility and autonomy in work style and processes.
- Honor the need for work-life balance.
- Encourage a friendly, open and informal work environment.

- Avoid age-related name calling or offensive comments, such as, slacker; lazy; no loyalty; poor work ethic.

Working with Generation Y

Motto: Technology Rules!

History: Soon to be the largest group in the workforce, their history is still forming. They have grown up with multitasking, multimedia and an unprecedented exposure to diversity, technology, violence and sexual themes. Generally seen as self-assured with a global view; they respond positively to opportunities involving technology.

Tips:

- Acknowledge their expertise and perspective and that you can learn from them.
- Be open to new and different ways of working.
- Encourage and embrace technology.
- Create opportunities to involve them in projects of significance.
- Show respect by asking their opinion or asking for help.
- Offer to be (or to find) a mentor.
- Find a communications balance—speak directly and quickly, avoiding long-winded explanations and matching words with actions.
- Foster a fun and fast-paced work environment; find ways to incorporate work and play.
- Give frequent and timely feedback.
- Avoid age-related name calling or offensive comments, such as, the baby; new kid; wet behind the ears; they need instant gratification; We don't do it that way here.

Working with Generation Z

Motto: Work to live, not live to work

History: They have grown up through a 2nd Great Recession, lots of issues with Diversity at the forefront, the age of BFF's, everything digital, online grading, online courses, the pandemic/The Big Shift and they are true digital natives. They want a workplace that is community-minded, not just a place to earn a paycheck. They want flexibility, benefits, etc. The age of DIY.

Tips:

- Recognize – and respect – technology – the digital world.
- Create meaningful work and feedback. They are highly social and have strong desire to give back. They want a sense of purpose and it heightens their engagement.
- Avoid micromanaging
- Embrace flexibility
- Prioritize human connection
- Have a genuine social mission
- Embrace diversity and inclusion

Navigating Conflict

- Navigating conflict is not a bad thing – Disagreement does not equal unkindness!
- Conflict is an opportunity to learn and grow, to create better outcomes, improve relationships, to improve relationships, and to be more inclusive by listening and understanding others' viewpoints
- Listen attentively to what others are saying and feeling – don't assume and don't discredit.
- Whether you have disagreements over politics or work projects, different opinions exist — and that's OK. Don't sweat the small stuff that doesn't directly affect work quality, and resolve to accept the annoying things you cannot change.
- Don't let conflict escalate; After calming down and reflecting on the problem, take concrete steps toward getting the relationship back on track.
- Assume good intentions - Some workplace conflicts stem from misunderstandings rather than actual disagreements over fact or policy. Put simply: Don't jump to conclusions.
- Be willing to give and take. The word *compromise* sometimes has a negative connotation. Some people feel that compromising is synonymous with either giving in or giving up cherished principles. They struggle to concede even the smallest point. However, diplomacy is based on tradeoffs and finding an acceptable middle ground. Aim to create a win-win situation where both parties walk away gaining something.
- Let bygones be bygones. When you and the other person come to an understanding, move on and don't look back. You don't have to be best friends with people who rub you the wrong way, but you do have to be civil and professional. Life is too short to let grudges fester in the workplace.
- Know when help is needed to resolve conflict. Sometimes empathy and dialogue go only so far. If the issue is serious, such as workplace bullying, and you've done all you can to resolve it, don't feel bad about asking management or human resources to recommend a way forward. Effective conflict resolution occasionally requires a mediator. Just be sure to approach management in an even-headed manner — and maintain that throughout the process.

Defining Your Beauty

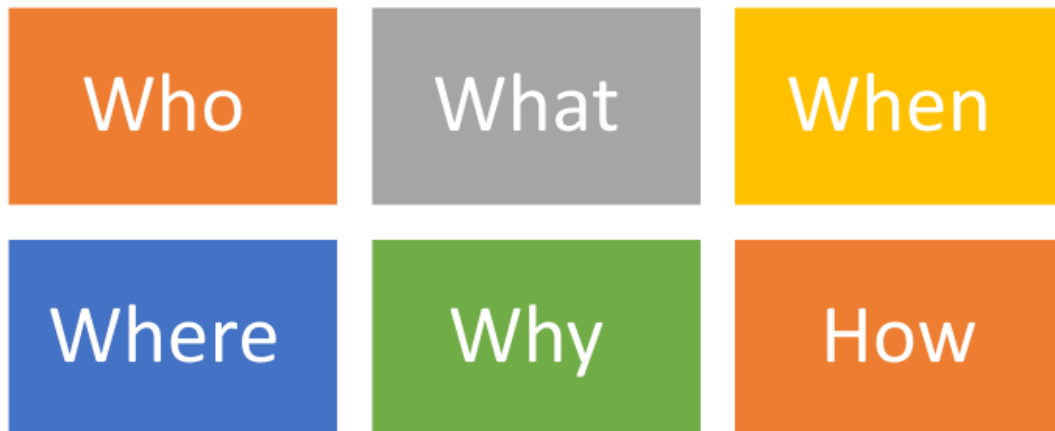
“To be yourself in a world that is constantly trying to make you something else is the greatest accomplishment.” - Ralph Waldo Emerson



Who we WANT to be vs who we SHOULD be:



What are YOUR important moments in life?



**CONNECT
NOW**

Why is it dangerous to restrictively label?



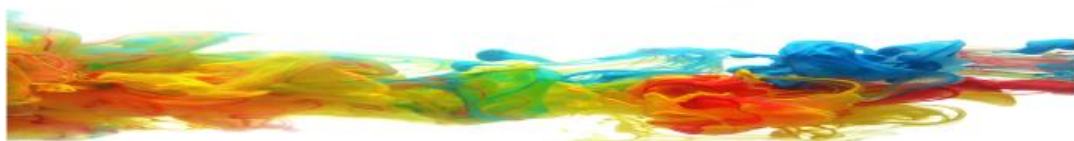
Instead of asking “Are” – concentrate on “How”

Dimensions of Identity

Are you smart?
Are you independent?
Are you a leader?
Are you funny?
Are you scared?



How are you smart?
How are you independent?
How are you a leader?
How are you funny?
How are you scared?



**CONNECT
NOW**

Why?

BECAUSE.....

**AS A WHOLE HUMAN
BEING
WE ARE ALL THINGS**

**CONNECT
NOW**



NOW

"I KNOW there are people in the audience right now that think 'she would be SO much prettier if she wore a DRESS, if she grew out her hair, if she wasn't so masculine.' There are so many women in the world that can do pretty WAY better than I ever could. I wasn't put on this earth to be pretty. I was put on this earth to sweat, to have muscles, to be bold and brave enough to show the world that strong is sexy. "

Define and Create Your Beauty Statement

Example of Joanna's Statement

Beauty Statement

- ❖ I feel beautiful when I am bold, brave, courageous, authentic and vulnerable.
- ❖ I express my beauty through my mohawk, style of dress, world travel, taking care of my dog and partner, and sharing my love of soccer, sports, and development.



**CONNECT
NOW**

10 Steps to Loving Your Beauty





When you **LOVE** your beauty you respond to challenges in a productive way:

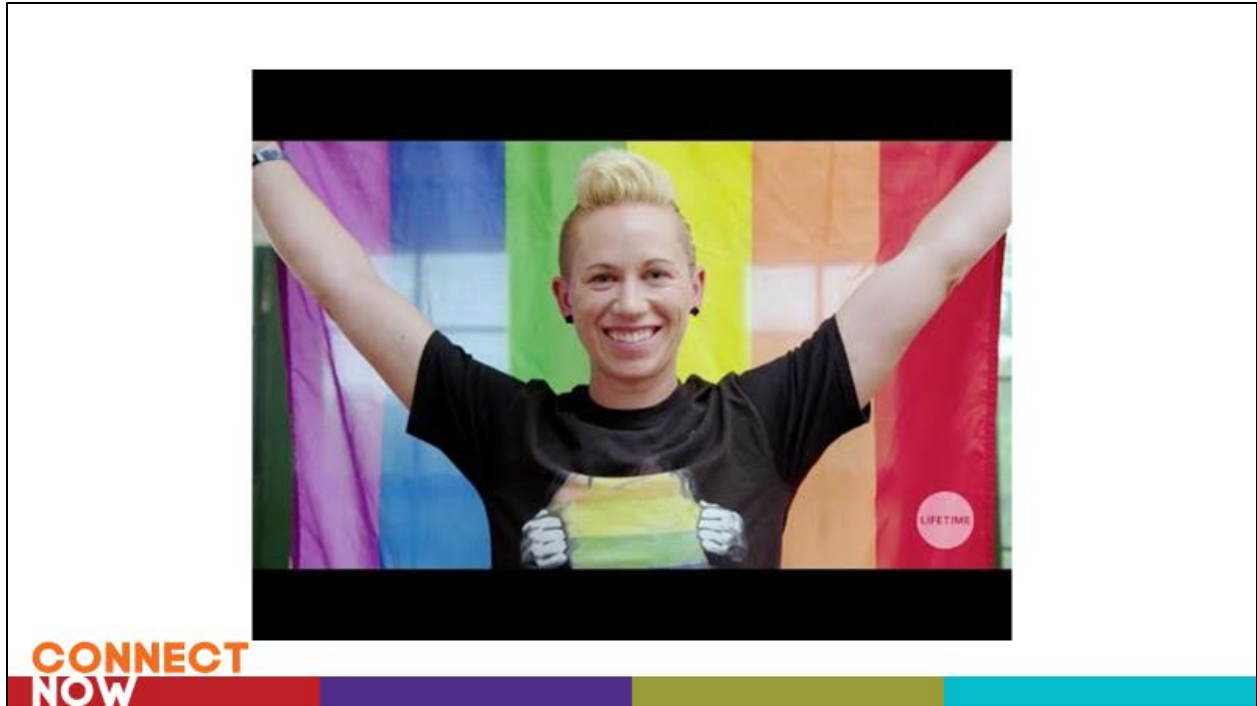
- You avoid blaming others
- You deeply believe you can overcome
- You are accountable for your own actions
- You understand a challenge equals a learning opportunity
- You practice compassion and patience
- You embrace that you are a work in progress

5 pillars of Beauty Maximization:

1. Turn your beauty statement inside out
2. Offer your shoulders
3. Share your stories
4. Give the gift of beauty
5. Get the shit kicked out of you by love

**CONNECT
NOW**





Watch Joanna Lohman's Video Here:

<https://youtu.be/UsfwDH-2ocU>

FINAL A-HA MOMENTS

- Connection is key to our industry and it is crucial to keep our industry going;
- Think about how your dreams have shaped you and where you want to go moving forward regardless of current circumstances;
- You don't need anyone's permission or validation to succeed or to go after what you want but your own;
- Think about your legacy you want to leave;
- Find your voice to ask for what you want;
- Luck is what happens when preparation meets opportunity!
- Navigating conflict is not a bad thing – Disagreement does not equal unkindness!
- Conflict is an opportunity to learn and grow, to create better outcomes, improve relationships, to improve relationships, and to be more inclusive by listening and understanding others view points;
- Leadership is not a position. It is the ability to serve a need and the choice to take action;

- Get to know the people around you, know their stories, not just the main facts and details on the surface;
- Define your beauty and personal uniqueness – see the strengths in who you are and don't worry about who others think you should be!