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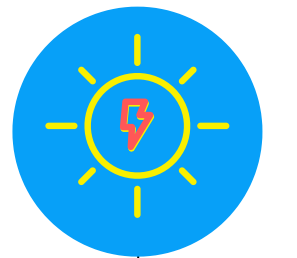
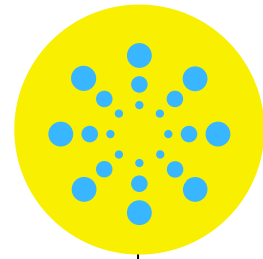
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Accelerate Awareness

Leverage Belonging

Instill Gratefulness

Value Vulnerability

Elevate and Empower

- What surprising truths did you gain from the crisis?
- Self-awareness: ASK-Where do you stand emotionally and mentally?
- Cultural Awareness: ASK-What are the DEI angles of this situation?
- Shift from Diversity of Thought to Productive Conflict.

- Create space for storytelling.
- Embed storytelling during team meetings, interactions with customers, peers, subordinates, or even leadership.
- Schedule storytelling time during large-group check-ins, small-group breakout sessions, and one-on-one meetings.

- Top performers have a superpower: Happiness
- Measure happiness and gratefulness
- Start your gratefulness practice today:
 - Gratitude Visit
 - Three Good Things
 - Using Signature Strengths in a New Way

- To become fluent-in-human, get comfortable with vulnerability.
- Pause to listen to feelings and core concerns.
- Make time to connect through micro-exchanges
- Shift mindset about work.
- Show humility and model vulnerability

- The last pillar is a challenge to answer the call to elevate and empower others.
- Times of crisis demand a collective impact approach:
 - Common agenda
 - Shared measurement systems
 - Mutually reinforcing competencies
 - Continuous communication
 - Backbone organization