



FAIRFAX COUNTY EMPLOYEE LEARNING WEEK 2026

THE ALIVE METHOD

Reflection & Action Workbook

A practical companion to the keynote — five moves to help you notice, connect, protect your capacity, engage conflict, and lift the people around you.



INSIDE THIS WORKBOOK

- A Accelerate Awareness** — Pause before reacting under pressure.
- L Leverage Belonging** — Make one person feel fully heard.
- I Integrate Wellbeing** — Protect your capacity, one habit at a time.
- V Value Conflict** — Start the conversation you're avoiding.
- E Elevate Each Other** — Help someone rise this week.

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Mientras estemos vivos, podemos hacer que cada momento cuente.

**WHILE WE'RE ALIVE, WE CAN MAKE
EVERY MOMENT COUNT.**

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FROM JOEY, TO YOU

Welcome to Your ALIVE Workbook

This workbook is your space to pause, reflect, and turn the ALIVE Method into action. There are no wrong answers here — only honest ones. Come back to these pages after the keynote, during a hard week, or any time you need to reconnect with why you do what you do.

How to use this workbook

- Work through the five moves in order: Accelerate Awareness, Leverage Belonging, Integrate Wellbeing, Value Conflict, Elevate Each Other.
 - Answer each reflection question honestly — first thought, best thought.
 - Use the Journal space on each section to go deeper on whatever surfaces.
 - Revisit the ALIVE Challenge tracker weekly to keep the method alive long after today.
-

Before you begin

Today's date

My name / team

One word for how I want to feel by the end of this workbook

What I want to get out of this experience

"While we are alive, we can make every moment count."

YOUR ROADMAP

The ALIVE Method



Why this matters

According to Workday research, the fastest-growing skills at work are human ones: networking & relationship building, emotional intelligence, ethical decision-making, conflict resolution, and cultural sensitivity. People are asking AI for connection, clarity, and purpose – which means the organizations that stay ALIVE will be the ones that build those things on purpose, together.

What I'm carrying into this workbook right now



ACCELERATE AWARENESS

Notice what pressure makes you hide.

Pressure reveals what safety hides. The first move of the ALIVE Method is simply to notice — without judgment — what you do when things get hard.

Notice What Pressure Makes You Hide

1. What does pressure typically make me hide — an emotion, a need, an opinion?

2. When did I last notice myself doing this? What was the situation?

3. What would it look like to name that thing out loud, instead of hiding it?

Pressure & Response Log

Other reflection technique — track it as it happens this week.

SITUATION

WHAT I FELT LIKE HIDING

WHAT I ACTUALLY DID

How aware am I, in the moment, of what pressure does to me?

Not aware

Very aware

1

2

3

4

5

JOURNAL *What is pressure trying to teach me right now?*



LEVERAGE BELONGING

Create the belonging you once needed.

Belonging begins by belonging to yourself first. This move strengthens three connections: to yourself, to others, and to something greater than you.

Create the Belonging You Once Needed

The 3 Dimensions of Belonging

Rate how true each one feels for you right now, then note where it shows up (or where it's missing).

Belonging to Self

A deep connection with your authentic self.

not yet

deeply true

Where this shows up / where it's missing: _____

1

2

3

4

5

Belonging to Others

Meaningful relationships where you are seen, heard, and valued.

not yet

deeply true

Where this shows up / where it's missing: _____

1

2

3

4

5

Belonging to Something Greater

Connection to a cause, purpose, or legacy beyond your own story.

not yet

deeply true

Where this shows up / where it's missing: _____

1

2

3

4

5

From Self-Doubt to Extraordinary Influence

Which self-doubt pattern do I recognize most in myself right now?

Waiting to feel ready

Questioning myself

Seeking permission

Playing small

This week, I'll practice showing up as —

Speaking like I belong

Trusting my voice

Creating trust

Owning the room

1. Who do I see every day but have yet to truly know?

JOURNAL Where do I feel like I belong most right now — and why?



INTEGRATE WELLBEING

Capacity is built before the crisis.

Well-being isn't a reward for finishing the work — it's the infrastructure that makes the work possible. Capacity built today is resilience you can draw on tomorrow.

The Performance Multiplier Index

7 Strategies to Integrate Well-Being Like a CEO — rate how consistently each is true for you right now.

Never Rarely Sometimes Frequently Always

1. Strategic Energy Management

I protect my physical, mental, and emotional energy like a critical asset.

2. Decision Clarity Under Pressure

In moments of pressure, I pause consciously before I respond.

3. Physical Readiness for Leadership

I keep up physical practices that sustain my energy, focus, and leadership.

4. Fueling for Performance

My food choices are aligned with the level my leadership demands.

5. Relational Capital

I invest quality time in relationships that expand my trust, influence, and opportunity.

6. Boundary Discipline

I set and hold boundaries that protect my focus and priorities.

7. Gratitude as Perspective Control

I use gratitude to reframe my perspective under pressure or uncertainty.

My total score (7-35) _____

One habit I'll commit to this week _____

1. Where is my performance leaking most? Which one, if improved, would create the biggest impact right now?

Protect My Capacity — 7-Day Tracker

Other reflection technique — check the box each day you kept your one habit.

Mon

Tue

Wed

Thu

Fri

Sat

Sun

JOURNAL What warning have I been ignoring?



VALUE CONFLICT

Conflict isn't the problem. Avoidance is.

To move forward, conflict is the way. This move gives you a simple two-part method — Dissect, then Open-Up — for turning avoided conflict into connection.

MOVE 4 • VALUE CONFLICT

The D.O. Conflict Method — Part 1: Dissect

Think of a real conflict you've been avoiding, or one that didn't go as planned. Work through it privately first — this is internal work.

The conflict I'm thinking about:

D1 Dispel Assumptions:

Am I jumping to conclusions about the other person's intent?

D2 Deep Dive into the Events:

What facts do I know versus what am I assuming?

D3 Detract from Attacking:

Am I focusing on the person or the problem?

D4 Direct Your Energy to Your Breathing:

Am I grounded, and ready to respond rather than react?

How do I typically face conflict?

Avoidance

Competition

Compromise

Accommodation

Collaboration

1. Which of the four D's is hardest for me, and why?

The D.O. Conflict Method — Part 2: Open-Up

Once you've done the internal work, bring it to the other person. This is external work — the conversation itself.

01 Offer Your Perspective:

What key points or concerns do I want to communicate?

Try: "I have noticed..." / "From my perspective, it seems that..."

02 Obtain Their Perspective:

What do they perceive as the root cause or trigger?

Try: "I'd like to hear your thoughts on this..."

03 Overcome Resistance:

How did these behaviors impact each person involved?

Try: "Let's discuss the impact this is having on..."

04 Outline the Way Forward:

How can we collaborate to overcome this challenge?

Try: "Let's work together to find a solution..."

1. What progress is avoidance preventing?

JOURNAL The conversation I've been avoiding — and the first sentence I could say to start it.



ELEVATE EACH OTHER

Be the reason someone rises.

Make others feel limitless in your presence. The final move is about lifting the people around you — deliberately, weekly, personally.

Be the Reason Someone Rises

"Make others feel limitless in your presence."

1. Who in my life or work has helped me rise? What did they do, specifically?

2. Who can I help rise this week?

3. What's one specific, doable action I can take to elevate them?

4. What does it look like when I make someone feel limitless in my presence?

JOURNAL *The kind of leader, teammate, or friend I want to be remembered as.*

The ALIVE Challenge

Keep the method alive after today. Each week, take the action — then check the box once you have.

MOVE	TAKE ACTION	WK 1	WK 2	WK 3	WK 4
 Accelerate Awareness	Pause before reacting under pressure. <i>What does pressure make me hide?</i>				
 Leverage Belonging	Make one person feel fully heard. <i>Who do I see every day but have yet to truly know?</i>				
 Integrate Wellbeing	Choose one habit that protects your capacity. <i>What warning have I been ignoring?</i>				
 Value Conflict	Begin one conversation you've been avoiding. <i>What progress is avoidance preventing?</i>				
 Elevate Each Other	Help someone rise this week. <i>Who can I help rise?</i>				

One month from now, I want to be able to say —

STAY CONNECTED

You made it through all five moves. Keep this workbook somewhere visible, revisit it often, and share it with your team — let's stay ALIVE, together.

LET'S STAY CONNECTED

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