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KEYNOTE SPEAKER
AUTHOR & RESEARCHER
EXECUTIVE COACH

THE ALIVE ORGANIZATION

A Practical Approach to
Resilience and Purpose at Work

FAIRFAX COUNTY EMPLOYEE LEARNING WEEK 2026



THE ALIVE METHOD



ACCORDING TO WORKDAY RESEARCH:

THRIVING *With Purpose*

BEGINS HERE

The Human Skills
That Keep Work ALIVE



28%

Human Networking &
Relationship Building



28%

Emotional Intelligence
& Empathy



26%

Ethical Decision-Making
& Moral Judgment



24%

Conflict Resolution



21%

Cultural Sensitivity
& Adaptation

Source: Workday. Visual Transformation; Joey Avilés | Choose to Live.



THE ALIVE METHOD

ACCELERATE AWARENESS

NOTICE WHAT PRESSURE
MAKES YOU **HIDE.**





THE RED EYEGLASSES ARE MORE THAN A FASHION STATEMENT



THE ALIVE METHOD

LEVERAGE BELONGING

CREATE THE BELONGING
YOU ONCE **NEEDED.**



FROM Self-Doubt >>> TO Extraordinary Influence

1. Waiting to Feel Ready

2. Questioning Yourself

3. Seeking Permission

4. Playing Small

1. Speaking Like You Belong

2. Trusting Your Voice

3. Creating Trust

4. Owning the Room



AWARENESS → BELONGING

*Belonging
Begins by
Belonging to
Yourself
First.*

THE 3 DIMENSIONS OF BELONGING

When all three dimensions are strengthened, we unlock
the true power of belonging.



LEVERAGE BELONGING

THE HUMAN COST OF LONELINESS

A GLOBAL EMERGENCY

26%

HIGHER RISK
OF DEATH

Comparable to smoking
15 cigarettes a day.

50%

HIGHER RISK
OF DEMENTIA
FROM SOCIAL ISOLATION

1 IN 3

ADULTS
WORLDWIDE
FEEL LONELY

\$154B

COST TO
U.S. EMPLOYERS

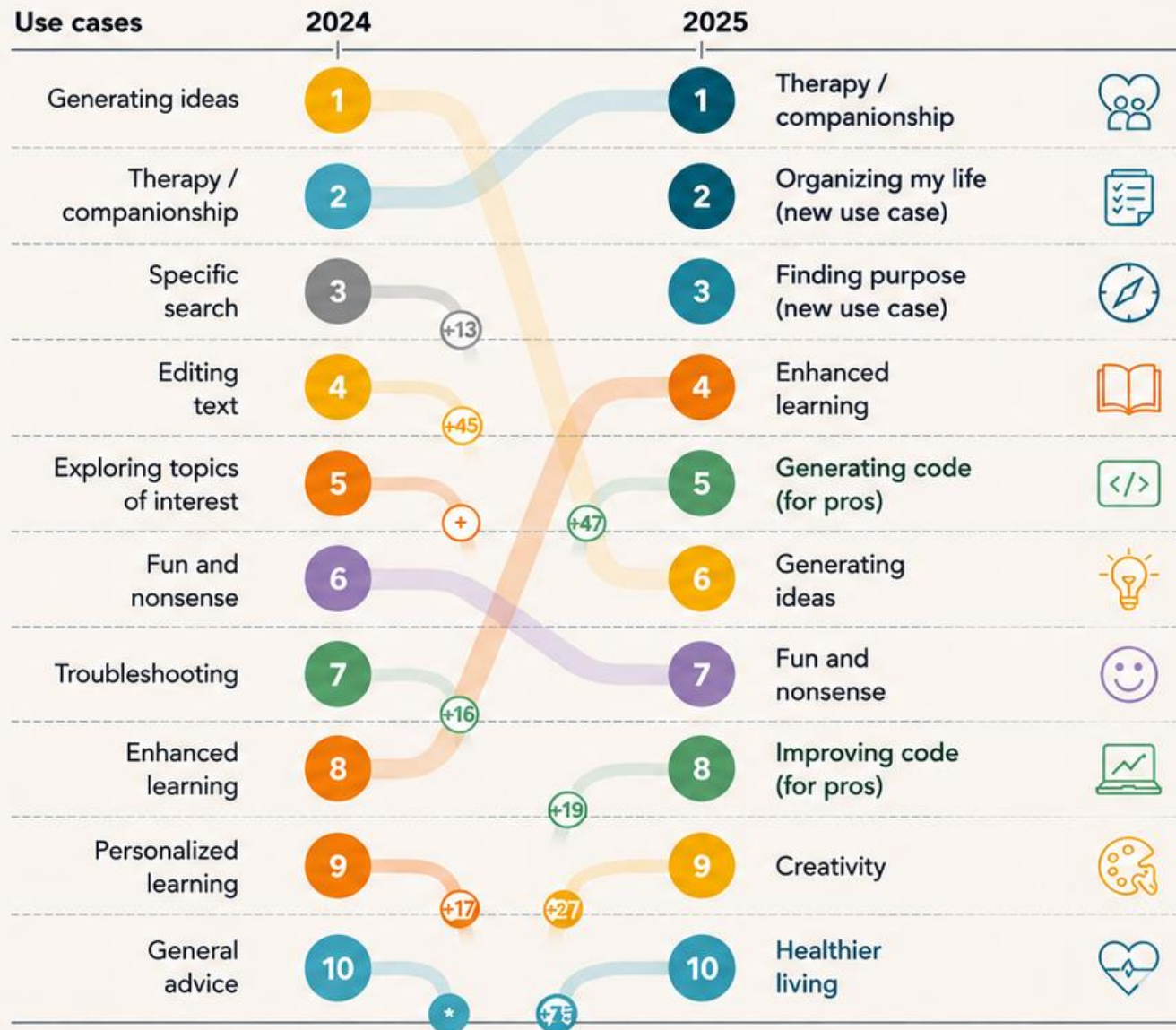


People Are Telling Us *Something...*

The fastest-growing uses of AI
aren't about technology.
They're about being human.

ACCORDING TO HARVARD BUSINESS REVIEW RESEARCH

How People Are Really Using Gen AI



People Are Telling Us *Something...*

WHAT PEOPLE ARE LOOKING FOR:



Connection

They want to be
heard and
understood.



Clarity

They want help
making **sense**
of their lives.



Purpose

They want
direction and
meaning.

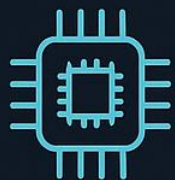
ACCORDING TO HARVARD BUSINESS REVIEW RESEARCH

How People Are Really Using Gen AI



AI

WILL



Streamline
workflows



Personalize
experiences
at scale



Real-time
insight

BUT

WHAT ARE
THEY THINKING?

SEEING?

TRYING
TO DO?

FEELING?



**WE ARE THE
ARCHITECTS OF
BELONGING**





THE ALIVE METHOD

INTEGRATE WELLBEING
CAPACITY IS BUILT
BEFORE THE CRISIS.

THE PERFORMANCE MULTIPLIER INDEX



©

STRATEGIES TO INTEGRATE WELL-BEING LIKE A CEO

**Tómate un momento para reflexionar.
¿En qué puedes mejorar?**

THE PERFORMANCE MULTIPLIER INDEX

Conecta Conmigo



1 
Strategic Energy Management
¿Con qué consistencia proteges tu energía física, mental y emocional como un activo crítico para tu desempeño diario?

2 
Decision Clarity Under Pressure
En momentos de presión, ¿con qué frecuencia haces una pausa consciente para responder con claridad en lugar de reaccionar desde el impulso?

3 
Physical Readiness for Leadership
¿Con qué consistencia integras prácticas físicas que te permiten sostener tu energía, enfoque y nivel de liderazgo?

4 
Fueling for Performance
¿Con qué frecuencia tomas decisiones de alimentación alineadas con el nivel de energía y rendimiento que tu liderazgo exige?

5 
Relational Capital
¿Con qué frecuencia inviertes tiempo de calidad en relaciones que expanden tu confianza, influencia y oportunidades?

6 
Boundary Discipline
¿Con qué consistencia estableces y sostienes límites que protegen tu enfoque, tu tiempo y tus prioridades estratégicas?

7 
Gratitude as Perspective Control
¿Con qué frecuencia utilizas la gratitud para reenfocar tu perspectiva, incluso en medio de la presión y la incertidumbre?

Total

Where is your current performance leaking? Which one of these, if improved, would create immediate business impact?

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2



Strategic Energy Management

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

Me trying to be spiritual and meditate, work, control my anxiety, not stress out. Do constellation work, heal childhood wounds, be a homeowner/homemaker, keep learning.



Strategic Energy Management

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



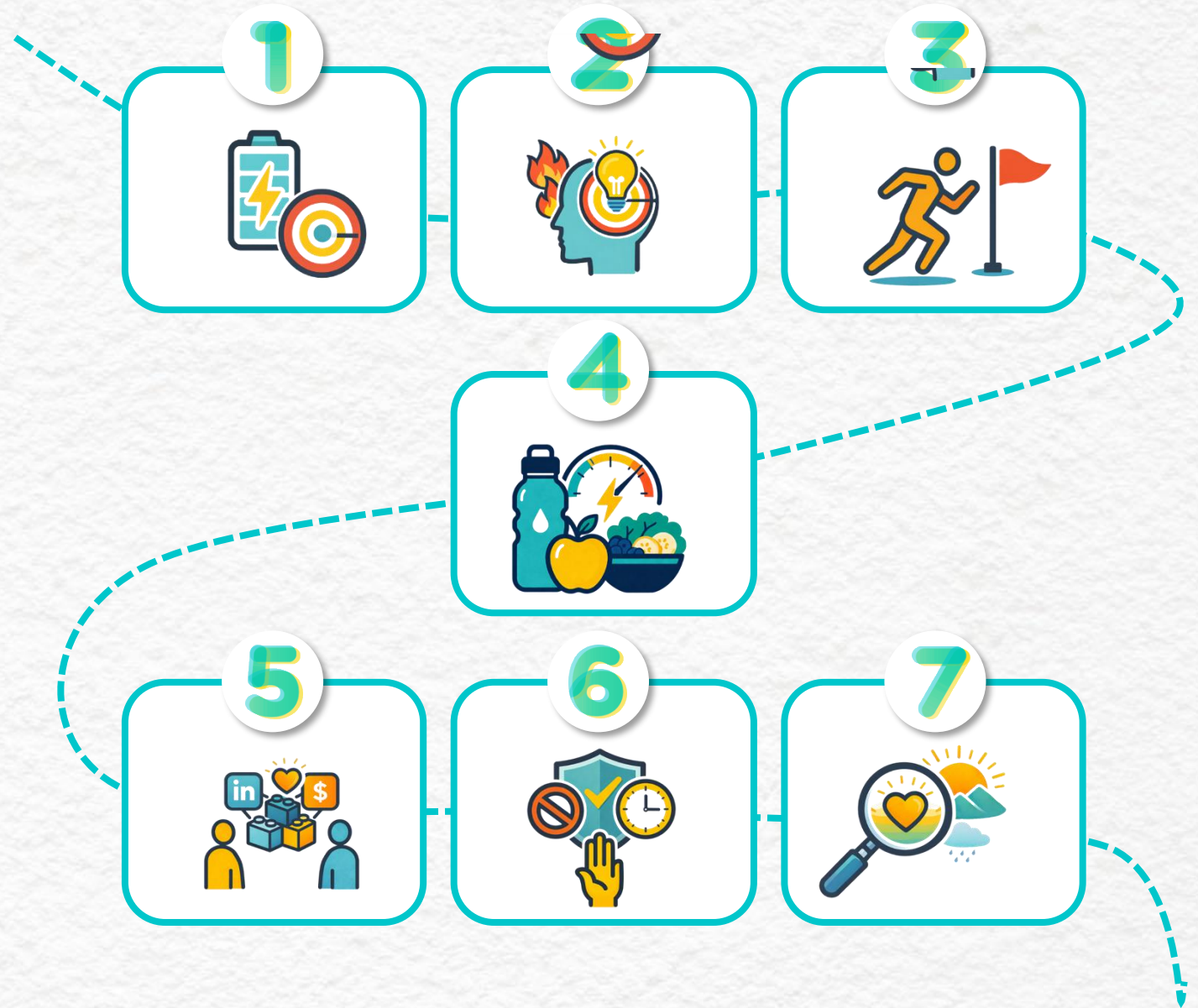
THE PERFORMANCE MULTIPLIER INDEX



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STRATEGIES TO INTEGRATE WELL-BEING LIKE A CEO

At the end you will receive access to a full assessment!



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THE ALIVE METHOD

VALUE CONFLICT

CONFLICT ISN'T
THE PROBLEM.
AVOIDANCE IS.

E

From Conflict to Connection

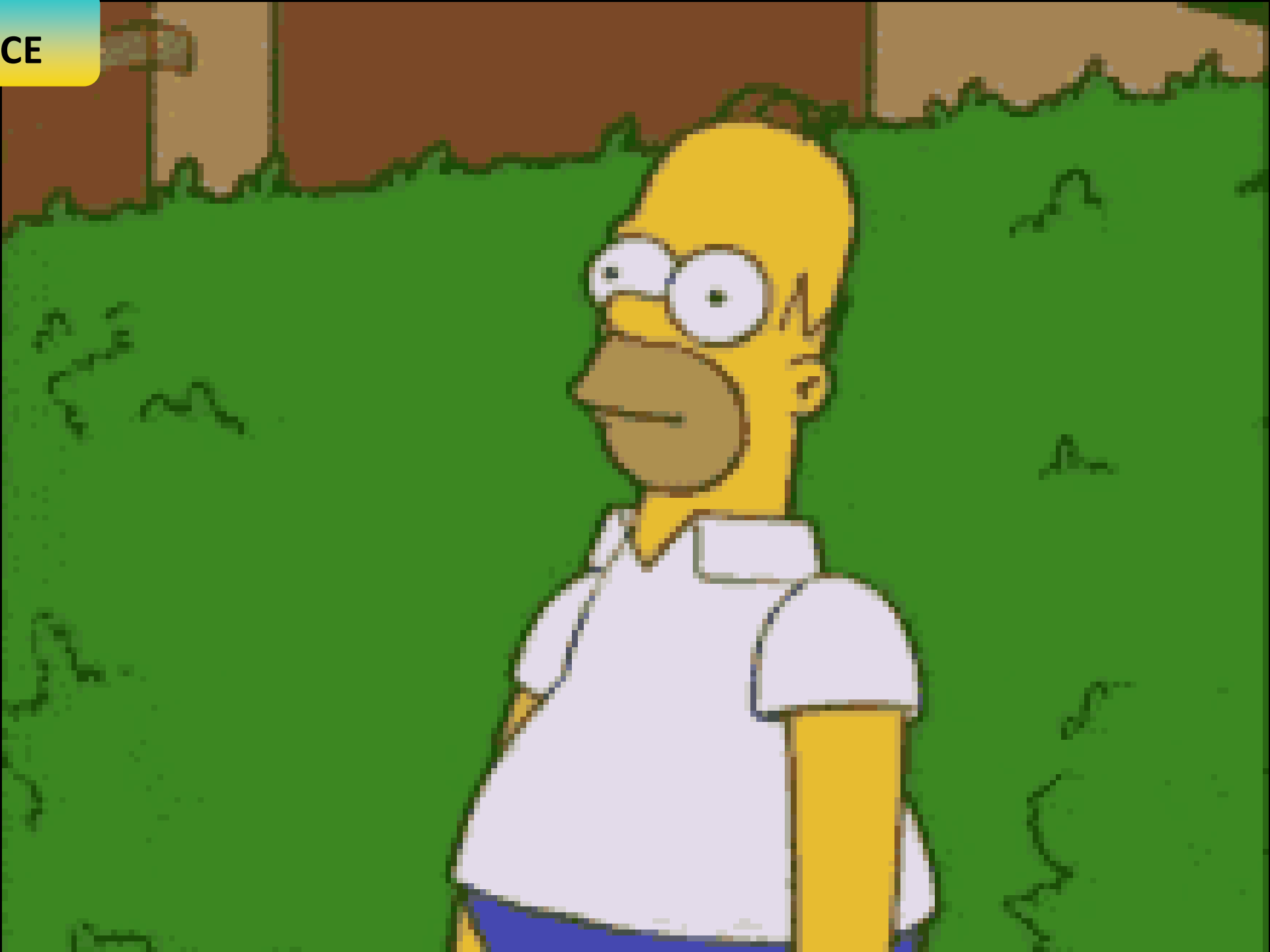


**Recall a recent conflict situation that left you feeling uneasy or unresolved. This could be a disagreement you've been avoiding or a past conflict that didn't go as planned.
Take a moment to reflect on the details of this conflict.**

HOW DO YOU
FACE
CONFLICT?



AVOIDANCE



COMPETITION



COMPROMISE

**I WANTED A DOG
MY SISTER WANTED A PANDA**



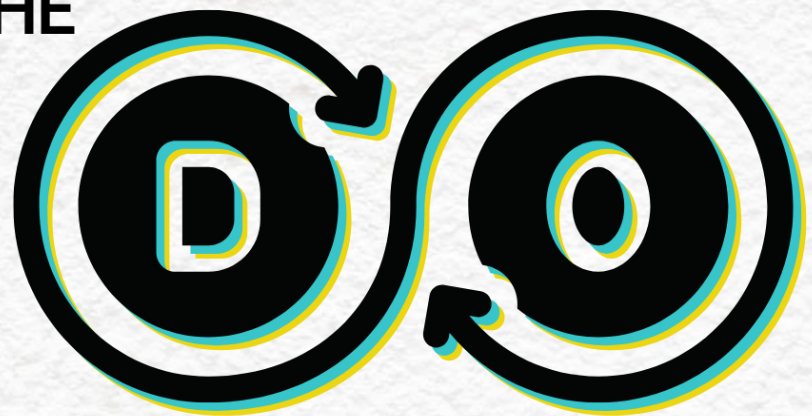
PERFECT COMPROMISE!

imgflip.com

Why don't we just compromise
and do things my way...



THE



CONFLICT[©] METHOD

Embracing Productive Conflict to Increase Collaboration

INTERNAL WORK

DISSECT

Key Questions

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?

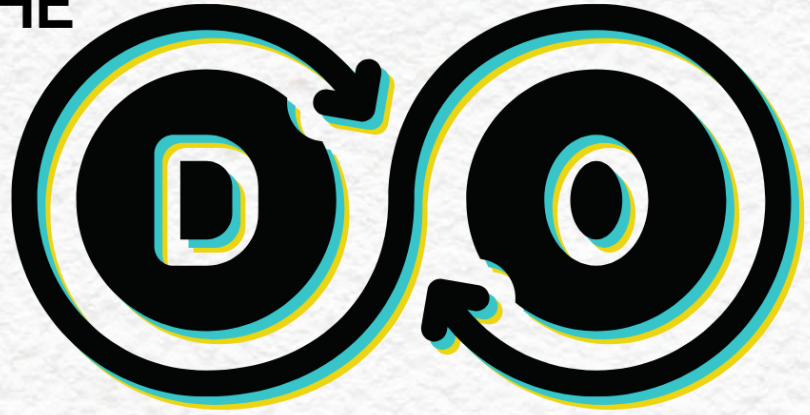
D3: Detract from Attacking:

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?

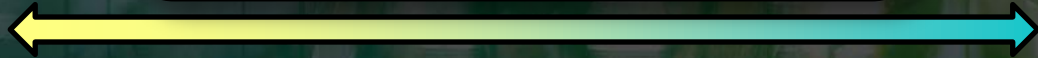
THE



CONFLICT[©] METHOD

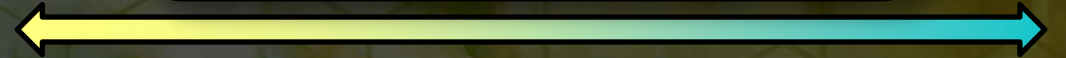
Embracing Productive Conflict to Increase Collaboration

INTERNAL WORK



DISSECT

EXTERNAL WORK



OPEN-UP

OPEN-UP



Key Questions

O1: Offer Your Perspective:

What key points or concerns do you want to communicate to the other party?

O2: Obtain Their Perspective:

What do they perceive as the root causes or triggers?

O3: Overcome Resistance:

How did these behaviors impact each person involved?

O4: Outline the Way Forward:

How can we collaborate to overcome this challenge?

Conversation Starters

"I have noticed..."

"From my perspective, it seems that..."

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

"What's your perspective on the situation?"

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

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

"What lessons can we take from this experience?"

To MOVE Forward

CONFLICT

IS THE WAY



5

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THE ALIVE METHOD

ELEVATE EACH OTHER

BE THE REASON
SOMEONE RISES.



**Make Others
Feel Limitless
in Your Presence**

THE ALIVE CHALLENGE



ACCELERATE AWARENESS

REFLECT:

What does pressure
make me hide?

ACT:

Pause before reacting
under pressure.



LEVERAGE BELONGING

REFLECT:

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

ACT:

Make one person
feel fully heard.



INTEGRATE WELLBEING

REFLECT:

What warning have
I been ignoring?

ACT:

Choose one habit that
protects capacity.



VALUE CONFLICT

REFLECT:

What progress is
avoidance preventing?

ACT:

Begin one conversation
you've been avoiding.



ELEVATE EACH OTHER

REFLECT:

Who can I help rise?

ACT:

Help someone rise
this week.

DON'T TRY TO DO IT ALL.
CHOOSE ONE MOVE. TAKE ONE STEP.



STAY CONNECTED & GET MORE

Scan the code, share your experience,
and receive an exclusive gift.

EXCLUSIVE GIFT

**THE COMPLETE
ALIVE WORKBOOK**

WHAT YOU'LL RECEIVE



Share your
experience



Download the complete
ALIVE workbook



Access practical tools
to apply the
ALIVE Method

1. SCAN THE QR CODE



LET'S STAY CONNECTED



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