



FACILITATOR GUIDE



Also brought to you by:

the LEADERSHIP
AND TRAINING | studio



Erin Fischer

Owner and CEO

Erin Fischer is the owner and CEO of The Leadership and Training Studio. She has spoken in 45 states, recruited in Hungary, volunteered in Hawaii, taught in Brazil and has been on stages with thousands of people in the audience, all with the focus of developing people, while building teams and organizations.

Erin considers herself a leadership nerd - a woman on a mission to help teams and individuals excel at what they do. Her forum is the stage, but her focus is super-cognitive skills. She wants to support the growth of people by giving them time to think, reflect and gain new knowledge.

She has been through too many trainings and sat through too many boring speakers to know that the person who is leading the conversation must be dynamic. So, she is a speaker that will keep your attention, give you practical skills, and you will walk away thinking, "That was awesome. I can't believe how fast that went."



We are not the rule followers; rather we are the renegades of the world with a dream and a vision. We want to create, get dirty, make mistakes, grow and build a business that makes an impact. We don't color in the lines, much less stand in line. We are up early, awake late and are thinking about how to tweak that final detail to make our gut feeling, that unique concept or our grand idea become a reality. That is why we created the Leadership and Training Studio.

Series description

The National Panhellenic Conference has developed the Be Bold series, an interactive video series, facilitation guide and participant guide, to help you have real conversations with the real women in your life. This series covers seven important topics that women don't always have time to discuss, but should.

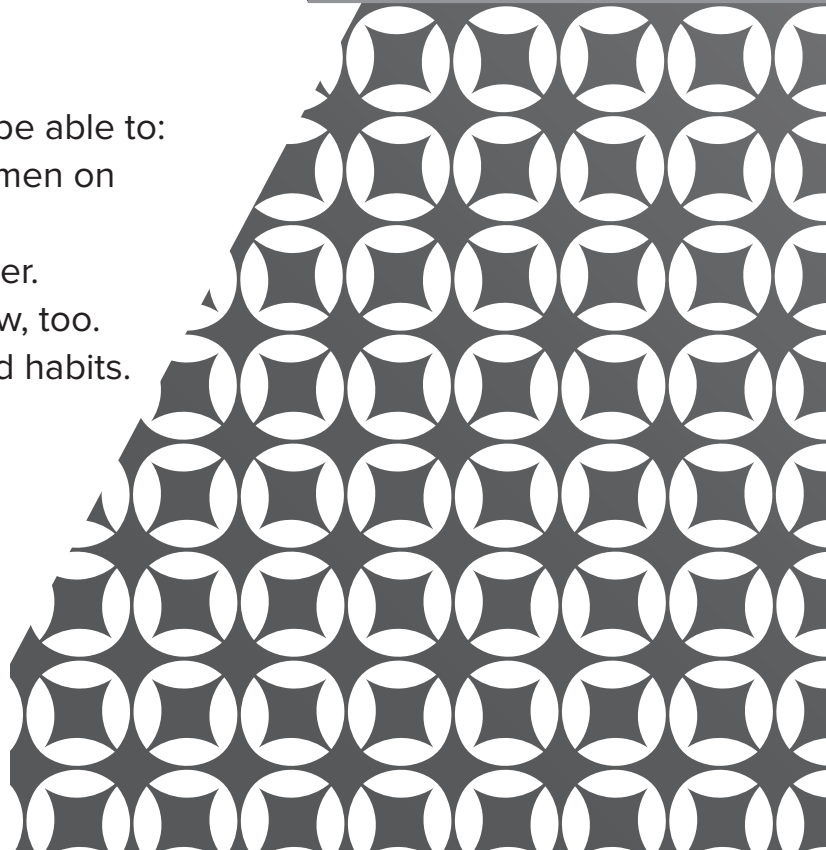
During this interactive video series, we will cover the activities and people that make you feel confident, resiliency, how to shine the light on other women and the imposter phenomenon as well as effortless perfectionism, body language and how to be a work in progress.

The simple intent is to provide you with an opportunity to talk about the real things that are happening on college campuses by taking the time to dig deep and explore these critical topics.

Learning objectives

By the end of this series, participants will be able to:

- Discuss important topics related to women on college campuses.
- Identify ways to grow as a woman leader.
- Identify ways to help other women grow, too.
- Write an action plan to improve Be Bold habits.



we'll come

CONFIDENCE AND INTELLIGENCE WILL
NEVER STOP BEING BEAUTIFUL. ”

DAU VOIRE

Note: This is a facilitator guide that is written as if this series will be presented in one large setting as a group, but should be adjusted to fit the needs of the group or individual utilizing it. We encourage College Panhellenics to host these programs with all sorority women on campus. The program is designed to be hosted in a virtual or in-person setting.

START RIGHT

SECTION: WELCOME	FACILITATOR NOTES
<ul style="list-style-type: none"> • Welcome the group at the door and have music playing, if possible. • Start by sharing a personal story with your audience that links to the Be Bold series. • Set up any ground rules (e.g., no cell phones) and expectations (i.e. everyone joins in the discussion). • Review the series description and learning objectives found in the guide with the group. • Review the schedule or timeline with the group. • Do a warm-up activity to get people connected and to start relationships with small groups or pairs. 	TIME: 5 MIN
SECTION: SCHEDULE AND INTRODUCTION	FACILITATOR NOTES
<p>FACILITATOR TALKING POINTS</p> <ul style="list-style-type: none"> • Before we start Be Bold, let me share a few things: <ul style="list-style-type: none"> • First, let's make this series work for you and your role as a leader. My job is to share all the tips, tricks and techniques from the videos and content in this guide. • Along the way, take plenty of notes, and don't forget to share your big ideas and 'aha' moments with a partner or the large group. • Remember, we don't expect you to absorb everything and then implement it immediately. We want to spend time talking about these important topics because they are things women face nearly everyday! Our "why" is simple. We want to spark some great conversations. 	TIME: 3 MIN

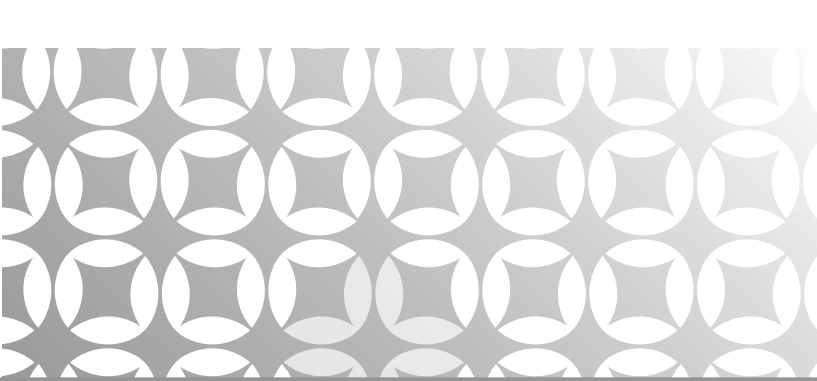
Schedule

1. Which Activities and People Make You Feel Confident?
2. Resiliency
3. Shining the Light on Other Women
4. Under, Over and Authentic Confidence
5. Imposter Phenomenon and Effortless Perfectionism
6. Body Language
7. Being a Work in Progress and Being Radically Unfinished
8. Final Thoughts and Takeaways
9. Action Plans



WELCOME AND GETTING STARTED

SECTION: WELCOME		FACILITATOR NOTES
FACILITATOR TALKING POINTS <ul style="list-style-type: none">• There are nine steps in the Be Bold series from the National Panhellenic Conference.• For each topic, we will watch a short video that highlights the important work in each of the Be Bold series categories. (Ask the participants which items they are looking forward to discussing the most from Page 5. This will help you set some priorities along the way.)• Before I hit play, I want to introduce you to Erin Fischer. She is the owner of The Leadership and Training Studio. She has studied the habits of collegians for 20 years, and has been writing and keynoting on women's topics for more than 12 years. In this series, we will discover and discuss the seven important topics that women face each day in leadership roles and provide some invaluable tips, tricks and techniques to manage all of the day-to-day fears and concerns.• Don't worry, we won't ever embarrass you, or push you over the edge, because we want to respect where you are on your personal journey. Instead, we will simply allow you to talk about these topics, put action items on your list and practice some of the techniques along the way.		TIME: 1 MIN
DEBRIEF <ul style="list-style-type: none">• (HAVE THE PARTICIPANTS WRITE DOWN THEIR RESPONSES TO THE QUESTIONS ON PAGE 6, FIRST.)• Based on the schedule, what are some of the things you want to cover the most in this series? (Flip chart responses.)• Currently, how do you talk about these topics? Do you connect with your friends, read books or just Google advice?• Why is it so important we talk about the issues facing women leaders? (Flip chart responses.)• How can we best use our time together? What do you want to get out of this series?		TIME: 5 to 7 MIN GUIDE MATCH: WELCOME AND GETTING STARTED
TRANSITION <ul style="list-style-type: none">• Now, we will start with our video series. We will watch a short video, do a few activities and then debrief our work.• During this time, be sure to take a lot of notes and be ready to share your thoughts with the other women.		TIME: 1 MIN



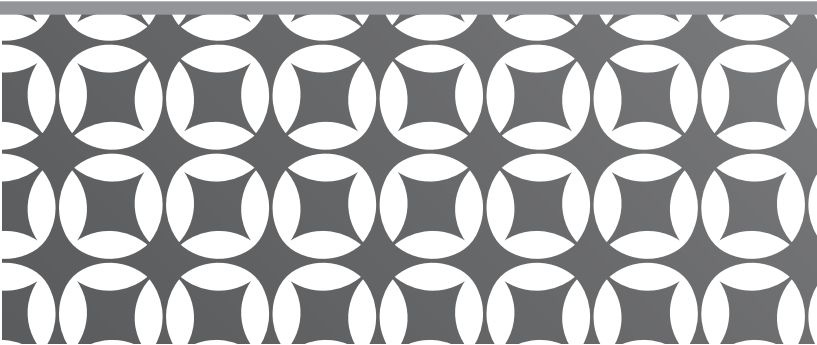
WELCOME AND GETTING STARTED

Based on the schedule, what are some of the things you want to cover most in this series?

Currently, how do you talk about these topics? Do you connect with your friends, read books or just Google advice?

Why is it so important we talk about the issues facing women leaders?

How can we best use our time together? What do you want to get out of this series?



WHICH ACTIVITIES AND PEOPLE MAKE YOU FEEL CONFIDENT?

SECTION 1	FACILITATOR NOTES
<p>FACILITATOR TALKING POINTS AND VIDEO</p> <p>VIDEO 01: WHICH ACTIVITIES AND PEOPLE MAKE YOU FEEL CONFIDENT?</p> <ul style="list-style-type: none"> • Our first video is all about the people and things in your life that really make you feel at your best. To be more precise, these are the things that make you feel the most confident. • As you watch this video, listen for some of the stories Erin shares, and start thinking about the stories you can share, too. 	<p>TIME: 1 MIN</p> <p>VIDEO: 5:27 MIN</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • First, what are some of your takeaways from this video? • What do you think of the line Erin shared when she said, “There is a meme online right now that says a good friend will fix your crown when it is crooked, but more importantly, not tell the world that it was crooked in the first place.” Do you have these kind of women in your life? 	<p>TIME: 3 to 5 MIN</p>
<p>ACTIVITY INSTRUCTIONS</p> <ul style="list-style-type: none"> • In the guide, have the participants write down their Clifton Strengths for Students, Love Language from Gary Chapman and their DiSC profile, if known. If the women have never taken any of these assessments, have them simply share/write the words that best describe them, or do a quick Google search on these three topics. • Next, have them write down the people and activities that make them feel at their best. Have them complete the activity: If you really knew me, you would know ... • Then, have the women share their responses to this activity with the large group or in pairs. • Finally, have the women review the habits of confident women in the black box. Have them share their thoughts as a large group. 	<p>TIME: 5 to 7 MIN</p> <p>GUIDE MATCH: WHICH ACTIVITIES AND PEOPLE MAKE YOU FEEL CONFIDENT?</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • Why do you think people and certain activities bring out the best in you or make you feel more confident? Do you have any new insight? • What are your biggest takeaways from this section? 	<p>TIME: 3 to 5 MIN</p>



HABITS

Here are a few habits of confident women:

- First, they identify who they are to gain clarity.
- They are relentless in the pursuit of getting to know themselves for the opportunity to grow.
- They find activities and people that make them feel at their best.
- They are mindful of their levels of confidence – not avoiding the hard days that make them grow.

WHICH ACTIVITIES AND PEOPLE MAKE YOU FEEL CONFIDENT?

Do you know your Clifton Strengths for Students, your Love Language or your DiSC profile?

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If you really knew me, you would know ...

Who are the people in your life that make you feel most confident?

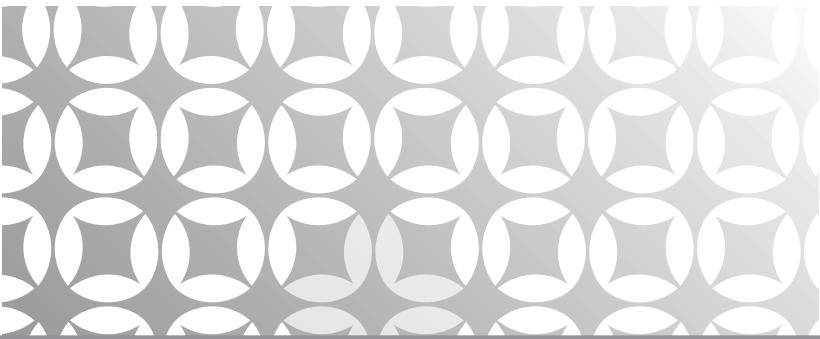
- 1.
- 2.
- 3.

What are the activities in your life that make you feel confident?

- 1.
- 2.
- 3.

RESILIENCY

SECTION 2	FACILITATOR NOTES
<p>FACILITATOR TALKING POINTS AND VIDEO</p> <p>VIDEO 02: START WITH WHY</p> <ul style="list-style-type: none"> • Our second video is all about resiliency and how to bounce back when things don't go according to plan. • Listen as Erin shares her thoughts on stretching versus breaking. 	<p>TIME: 1 MIN</p> <p>VIDEO: 5:55 MIN</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • First, what are some of your takeaways from this video? • How many of you have been on the struggle bus? Have you been the driver of that bus? • Right now, how do you practice resiliency? How can you pick that secondary choice of bouncing back when things don't go according to plan? How can you make a conscious decision? 	<p>TIME: 3 to 5 MIN</p>
<p>ACTIVITY INSTRUCTIONS</p> <ul style="list-style-type: none"> • In the guide, have the women read the difference between stretching and breaking. Ask them what else they would add to this list. • Next, have them look at the difference between pressure and stress. Ask them to create a list of things they do to add stress in their lives. For instance, do they procrastinate, are they afraid to ask for help, do they avoid tough situations that can be fixed with an honest conversation or something else? • Then, have them review the box on reflection versus rumination. Ask them to identify times when they have reflected in a leadership role and when they have ruminated in a leadership role. • In the guide, have the women create a list of things that they can do to increase resiliency by stretching and reflecting and how they can reduce breaking and ruminating. For instance, working out, sleeping more, having a strong friend group, handling conflict well, plotting and planning big projects, asking for help when needed, having a mentor or coach or something else. Have them share their ideas as a group or in pairs. • Finally, have the women review the habits of resilient women in the black box. Have them share their thoughts as a large group. 	<p>TIME: 5 to 7 MIN</p> <p>GUIDE MATCH: RESILIENCY</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • How can you practice resiliency more often? • How can you reflect more and ruminate less? • What are your biggest takeaways from this section? 	<p>TIME: 3 to 5 MIN</p>



RESILIENCY

STRETCHING VERSUS BREAKING

If you stretch, you:	If you break, you:
<ul style="list-style-type: none">• Are realistic• Are collaborative• Are open to feedback• Are adaptive• Expect change	<ul style="list-style-type: none">• Fold up• Storm off• Blame others• Require control• Have unrealistic expectations

PRESSURE VERSUS STRESS

Pressure	Stress
Pressure is the logistics everyone deals with. It is your to do list and your checklist. (It's the external demands we all have.)	Stress is what people do with pressure in their minds. It is something you create. (It's the internal demand we ADD to our pressure.)

REFLECTION VERSUS RUMINATION

Reflection	Rumination
When you REVIEW the PAST and PLAN for the FUTURE.	When you REGRET the PAST and are ANXIOUS about the FUTURE.

BEST PRACTICES

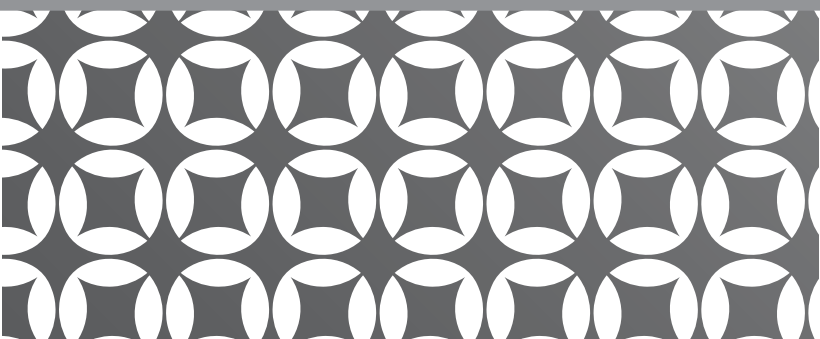
Ways to increase stretching and reflection	Ways to reduce breaking and ruminating

HABITS

Here are a few habits of resilient women:

- First, they don't live for the drama!
- They get perspective on tough situations.
- They know when to let go and they know when to get out of their own way.
- They don't take everything personally.

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SHINING THE LIGHT ON OTHER WOMEN

SECTION 3	FACILITATOR NOTES
<p>FACILITATOR TALKING POINTS AND VIDEO</p> <p>VIDEO 03: SHINE THE LIGHT ON OTHER WOMEN</p> <ul style="list-style-type: none"> • Our third topic a simple but profound story about how to shine the light on other women. • Pay attention to the big story Erin shares about the Boston Marathon. 	<p>TIME: 1 MIN</p> <p>VIDEO: 4:25 MIN</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • First, what are some of your takeaways from this video? • Why do you think some women are so gracious to other women? Why do you think other women are so unkind to other women? 	<p>TIME: 3 to 5 MIN</p>
<p>ACTIVITY INSTRUCTIONS</p> <ul style="list-style-type: none"> • In the guide, have the women complete the questions about Commitments and Expectations. (These are reflection questions about women-centered relationships.) • Then, have the women write down the answers to the following questions: <ul style="list-style-type: none"> • Who has turned on your spotlight? • Who needs you to turn on their spotlight? Why? • How do you think the power of women working together can change your campus? What is the ripple effect? • Finally, have the women review the habits of women who turn the spotlight on for other women in the black box. Have them share their thoughts as a large group. 	<p>TIME: 5 to 7 MIN</p> <p>GUIDE MATCH: SHINING THE LIGHT ON OTHER WOMEN</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • How can you practice turning on the spotlight for other women more often? • What are your biggest takeaways from this section? 	<p>TIME: 3 to 5 MIN</p>



HABITS

Here are some habits of women who turn on the spotlight for other women:

- First, they respect the greatness of true friendship.
- They honor other women without falsehood.
- They don't compare, instead they support.
- They realize that celebrating other women creates a change in themselves and shows other woman how to be at their best.

SHINING THE LIGHT ON OTHER WOMEN

Commitments

What are the commitments you need to set to be an excellent friend and team member? For instance, do you need to make a commitment to never speak behind someone's back, to show up and show support, to be gracious and give a bit of latitude, to meet your friends right where they are in life or something else?

Expectations

What should you expect of other women (and great human beings?) What are your standards for great connections, working relationships, partnerships and friendships? For instance, do you need to let go of some unhealthy relationships, do you need to request honest, flexibility, compassion or something else?

Who has turned on your spotlight?

Who needs you to turn on their spotlight? Why?

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How do you think the power of women working together can change your campus? What is the ripple effect?

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UNDER, OVER AND AUTHENTIC CONFIDENCE

SECTION 4	FACILITATOR NOTES
<p>FACILITATOR TALKING POINTS AND VIDEO</p> <p>VIDEO 04: UNDER, OVER AND AUTHENTIC CONFIDENCE</p> <ul style="list-style-type: none"> • Our fourth video explains the difference between under, over and authentic confidence. • Listen carefully to the myths and truths Erin describes. 	<p>TIME: 1 MIN</p> <p>VIDEO: 5:20 MIN</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • First, what are some of your takeaways from this video? 	<p>TIME: 3 to 5 MIN</p>
<p>ACTIVITY INSTRUCTIONS</p> <ul style="list-style-type: none"> • Have the women look at the three levels of confidence in the guide. • Ask them to raise their hand if they have been with someone who is under confident. Ask them to shout out how they feel with an under confident person in the room. • Ask them to raise their hand if they have been with someone who is over confident. Ask them to shout out how they feel with an over confident person in the room. • Then, ask them to create a definition of authentic confidence. (For instance, authentic confidence is knowing what you know, knowing what you don't know and knowing the difference. Authentic confidence is the click that happens when your external expression meets your internal ideals.) • Next, have the women identify who the Albert Brennaman is in their life? Who is the most authentically confident person they know? (Albert Brennaman is the guy in the movie Hitch.) • After, have them review The Myths and the Truth. Ask them to add items to the list. (Flip chart the responses.) • Finally, have the women review the habits of women who practice authentic confidence in the black box. Have them share their thoughts as a large group. 	<p>TIME: 5 to 7 MIN</p> <p>GUIDE MATCH: UNDER, OVER AND AUTHENTIC CONFIDENCE</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • What myths do you need to remove from your thought process? • How can you help other women identify and eliminate some of these myths? • How can you practice authenticity, genuineness and even vulnerability? • What are your biggest takeaways from this section? 	<p>TIME: 3 to 5 MIN</p>

UNDER, OVER AND AUTHENTIC CONFIDENCE

Different Levels of Confidence

1. Under
2. Over
3. Authentic



Who is the Albert Brennaman in your life?

The Myths and the Truth

Myth 1: If you are tall, pretty, have money in your bank account, are exceptional at something important, live in the right apartment, and have tall and pretty friends, you have confidence.

Myth 2: If you are naturally extroverted, outgoing, have a sense of humor, and can make people laugh, you have confidence.

Myth 3: If you are a risk taker, do brave things like skydiving or going on a reality TV show, you have confidence.

Myth 4: If you come from the perfect family, perfect background, or have the perfect education, you have confidence.

Myth 5: If you have confidence, you have it all the time.

The truth is that we are all searching for authentic confidence, we all wish we could have more of it, and we all wish it would be way easier to find and keep.

HABITS

Here are some habits of women who practice authentic confidence:

- First, they have a healthy dose of self-awareness.
- They are open to the possibility that their confidence will look and feel radically different than another woman's confidence.
- They understand that confidence can come and go, but it is the practice of confidence that can keep them authentic and genuine.
- They understand the current myths they hold true and how to override those confidence myths.

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IMPOSTER PHENOMENON AND EFFORTLESS PERFECTIONISM

SECTION 5	FACILITATOR NOTES
<p>FACILITATOR TALKING POINTS AND VIDEO</p> <p>VIDEO 05: IMPOSTER PHENOMENON AND EFFORTLESS PERFECTIONISM</p> <ul style="list-style-type: none"> • Our fifth video explains some of the research around the imposter phenomenon and effortless perfectionism. • As you watch this video, listen to the research Erin references about silent things that women go through. 	<p>TIME: 1 MIN</p> <p>VIDEO: 5:49 MIN</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • First, what are some of your takeaways from this video? • What are you seeing on campus, in classrooms, in meetings and in chapters as it relates to imposter phenomenon and effortless perfectionism? • Why do you think women are struggling with these items — behind the scenes? 	<p>TIME: 3 to 5 MIN</p>
<p>ACTIVITY INSTRUCTIONS</p> <ul style="list-style-type: none"> • In the guide, have the women review the box that outlines Things Women Say and Things Women Do. Remind them this is a list of habits women have that get in the way of them being courageous, leaning into a mistake, growing or being bold. • Ask them what they have done before. Then, ask them what else they have heard women do or say. • Then, ask them to complete the next two boxes. <ul style="list-style-type: none"> • What can you do to override these tendencies? • How can you hold one another accountable? • Next, have the women review the section called: A Time For Everything ... • Ask them to share their highlights and thoughts. • Finally, have the women review the habits of women who avoid the traps of effortless perfection and the imposter phenomenon in the black box. Have them share their thoughts as a large group. 	<p>TIME: 5 to 7 MIN</p> <p>GUIDE MATCH: IMPOSTER PHENOMENON AND EFFORTLESS PERFECTIONISM</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • What do you need to practice more regularly? • What are your biggest takeaways from this section? 	<p>TIME: 3 to 5 MIN</p>



HABITS

Here are some habits of women who avoid the traps of effortless perfection and the imposter phenomenon:

- First, they don't expect perfection from themselves or others. They expect excellence, but don't get trapped in the need to be perfect.
- They focus on what they do well, not all the gaps where success will never live.
- They collect tough experiences in an effort to grow.
- They let go!

5

IMPOSTER PHENOMENON AND EFFORTLESS PERFECTIONISM

Things Women Say	Things Women Do
Oh, I'm sorry ...	Over-laughing
This may not be right, but ...	{in uncomfortable situations}
This is just a guess ...	Not raising hands in class
I just got lucky ...	Being fearful of making a mistake
I don't need help! I am fine ...	Preferring perfection over growth

What can you do to override these tendencies?	How can you hold one another accountable?
•	•
•	•
•	•

A TIME FOR EVERYTHING ...

Your 20s are all about discovery. It's a chance to listen and learn and get your hands dirty. Don't worry about your job title, worry about the exploration of your roles. Volunteer, say yes, stay late, but don't feel the pressure to have it all figured out yet.

Your 30s are about narrowing your scope while trying to uncover the pattern of things you love to do. Observe your best boss and your worst boss and take a lot of notes. Find what tasks bring you energy and which ones suck the life out of you.

Your 40s are about realizing you can't be a Jack or Jill of all trades, so find the work that makes you happy. Go back and mark the pattern, find the highlights and start making your way toward a place that you can make a difference.

Your 50s and 60s are all about giving back while finally making some real money. Invest in relationships, build up other people, mentor, sponsor, and make sure that you are still getting energy out of the things that once brought you so much. If not, it's time to reinvent, again.

BODY LANGUAGE

SECTION 6	FACILITATOR NOTES
<p>FACILITATOR TALKING POINTS AND VIDEO</p> <p>VIDEO 06: BODY LANGUAGE</p> <ul style="list-style-type: none"> • Our sixth video explains how to mind what your body language says about you before you even speak. • Think about your own body language as you listen to Erin. 	<p>TIME: 1 MIN</p> <p>VIDEO: 4:37 MIN</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • First, what are some of your takeaways from this video? 	<p>TIME: 3 to 5 MIN</p>
<p>ACTIVITY INSTRUCTIONS</p> <ul style="list-style-type: none"> • Have the women read the first paragraph in the guide that starts: Our bodies are a lot like radios. • Ask the women to share with a partner the frequency they send to other people. Then, have each person share with the large group. • Next, ask the women to stand and show how they use each of their body parts to send good/positive messages versus bad/negative messages with each part listed in the guide. • After, have the women practice speaking to a partner about her best day ever without any UMS, AHS, LIKES or SORRYS as filler words. • Ask the group why it is so important to know all of these things, both for their personal and professional life. • Finally, have the women review the habits of women who practice mindfulness around body language, in the black box. Have them share their thoughts as a large group. 	<p>TIME: 5 to 7 MIN</p> <p>GUIDE MATCH: BODY LANGUAGE</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • How can you hold each other accountable to these practices? • How do you hold yourself accountable to stronger, more confident and more authentic body language (and language)? • What are your biggest takeaways from this section? 	<p>TIME: 3 to 5 MIN</p>



BODY LANGUAGE

Our bodies are a lot like radios. We are sending signals to people without saying a word and they are picked up by tiny frequencies we call body language. They are visual cues that tell other people what we are thinking – about everything. **What is your frequency?** Is it smart, kind and thoughtful? Is it sassy, curious and ready for debate? Is it reserved, calculated and distant? Is it life-of-the-party, extra and wild, or is it something else?



What message are you sending with your body?

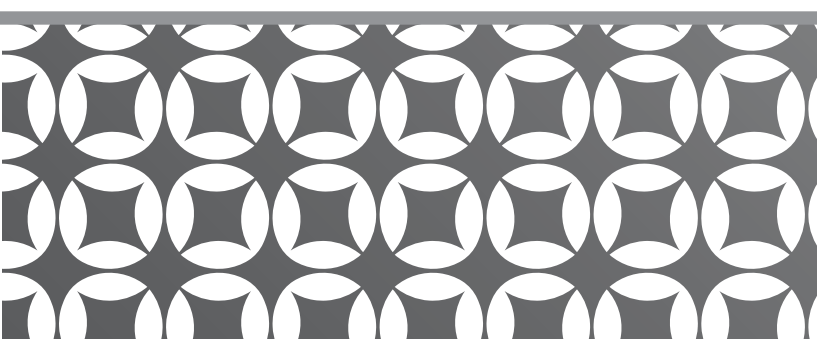
Eyes
Eyebrows
Lips
Overall face/tilt of face
Shoulders
Hands
Arms
Legs

TAKE OUT THOSE UMS, AHS, LIKES AND SORRYS

HABITS

Here are the habits of women who practice mindfulness around body language:

- First, they master the right eye contact, the right handshake and the right gestures.
- They pick a frequency and send the right message of confidence through a conscious choice.
- They are mindful and self-aware of how they act in front of peers, leaders, supervisors, team members and friends.
- They act in a way that exudes inclusive body language.



BEING RADICALLY UNFINISHED

SECTION 7	FACILITATOR NOTES
<p>FACILITATOR TALKING POINTS AND VIDEO</p> <p>VIDEO 07: BEING RADICALLY UNFINISHED</p> <ul style="list-style-type: none"> • Our seventh video explains how to be in a work in progress. It's a reminder to make bigger, bolder mistakes and to stop worrying about having it all together. • Listen to Erin talk about her own journey of being unfinished. 	<p>TIME: 1 MIN</p> <p>VIDEO: 3:55 MIN</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • First, what are some of your takeaways from this video? 	<p>TIME: 3 to 5 MIN</p>
<p>ACTIVITY INSTRUCTIONS</p> <ul style="list-style-type: none"> • Have the women answer the question: Where do you need to give yourself permission to make bigger and bolder mistakes and to stop trying to prove to everyone that you have arrived? • Then, have them work in pairs or as a large group to list ways they can be in the practice of being radically unfinished in the guide. • Have a discussion about what it means to be a woman who is radically unfinished, and ask what you can do to support the women in the group. • Finally, have the women review the habits of radically unfinished women in the black box. Have them share their thoughts as a large group. 	<p>TIME: 5 to 7 MIN</p> <p>GUIDE MATCH: BEING RADICALLY UNFINISHED</p>
<p>DEBRIEF</p> <ul style="list-style-type: none"> • How can I support you as an advisor/leader/team member? • How can we support each other? • What are your biggest takeaways from this section? 	<p>TIME: 3 to 5 MIN</p>



HABITS

Here are some habits of women who are radically unfinished:

- First, they ask for help!
- They support other women in the practice of being radically unfinished.
- They share their ups and downs, and all the wisdom they have gained through their hardships.
- They don't expect to have it all or to "arrive" in life. Rather they expect to be on a constant path of growth.

BEING RADICALLY UNFINISHED

Where do you need to give yourself permission to make bigger and bolder mistakes and to stop trying to prove to everyone that you have arrived?

-
-
-
-

How can you practice being radically unfinished?

Idea 1:

Idea 2:

Idea 3:

Idea 4:

Idea 5:

FINAL THOUGHTS AND TAKEAWAYS

SECTION 8		FACILITATOR NOTES
FACILITATOR TALKING POINTS <ul style="list-style-type: none">In these last two sections, we will take a short quiz to review where we are compared to all of the topics we covered. Then, we will put a short action plan together so we can identify our first steps.		TIME: 1 MIN
ACTIVITY INSTRUCTIONS <ul style="list-style-type: none">First, have the women complete the quiz in the guide. Have them score themselves from 1 to 10 in each of the seven topics with 10 being the highest score. They can use the examples in the guide as context for where they fit on the spectrum.Then, have them pair and share their personal results with a partner or as a large group.Ask them to consider ways to increase their scores over the next week, month and year.		TIME: 5 to 7 MIN GUIDE MATCH: FINAL THOUGHTS AND TAKEAWAYS
DEBRIEF <ul style="list-style-type: none">What do you need to be more mindful of in the future?Where do you need to spend some time reflecting? What needs your energy right now?What are your biggest takeaways from this section?		TIME: 3 to 5 MIN

FINAL THOUGHTS AND TAKEAWAYS

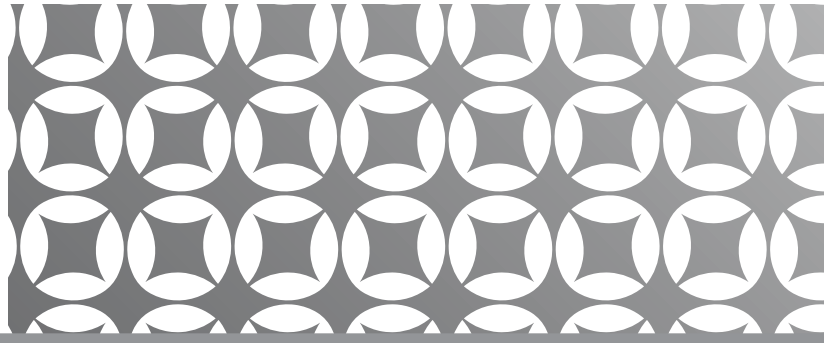
My score	I ...		
I have activities and people that make me feel confident. 1 to 10	I have not collected enough people on my team or enough activities to grow my confidence.	versus	I have collected people on my team and activities that grow my confidence.
I have personal resiliency. 1 to 10	I am breaking, ruminating and adding stress.	versus	I am stretching, reflecting and reducing stress.
I shine the light on other women. 1 to 10	I am keeping the spotlight to myself.	versus	I turn on the spotlight for other women regularly.
I practice authentic confidence. 1 to 10	I feel either over or under confident regularly.	versus	I feel authentically confident regularly.
I make mistakes and worry less about perfection. 1 to 10	I feel like an imposter and feel I need to be effortlessly perfect.	versus	I give myself opportunities to make mistakes and am not trying to be perfect.
I practice confident body language. 1 to 10	I take up too much space or not enough space. I am not mindful of my body language and the message it sends.	versus	I am mindful of my body language and the message it sends.
I practice being radically unfinished. 1 to 10	I am trying to be the exception to most things.	versus	I am at peace with who I am.



EMPOWERED WOMEN EMPOWER
WOMEN.”

ACTION PLANS

SECTION 9		TIMING
ACTIVITY INSTRUCTIONS <ul style="list-style-type: none">• Have the women take a few minutes to write down three actions they want to take as a result of the series.• Have each woman share her top idea with a partner or the large group.		TIME: 5 to 7 MIN GUIDE MATCH: ACTION PLANS
DEBRIEF <ul style="list-style-type: none">• Before we end, what else would you like to cover or discuss?• What are your biggest takeaways from this <i>Be Bold</i> series?		TIME: 3 to 5 MIN



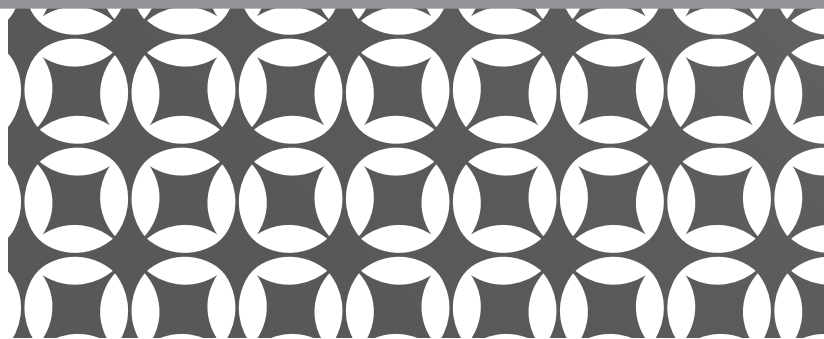
ACTION PLANS

What are three actions you want to take as a result of the series?

1.

2.

3.



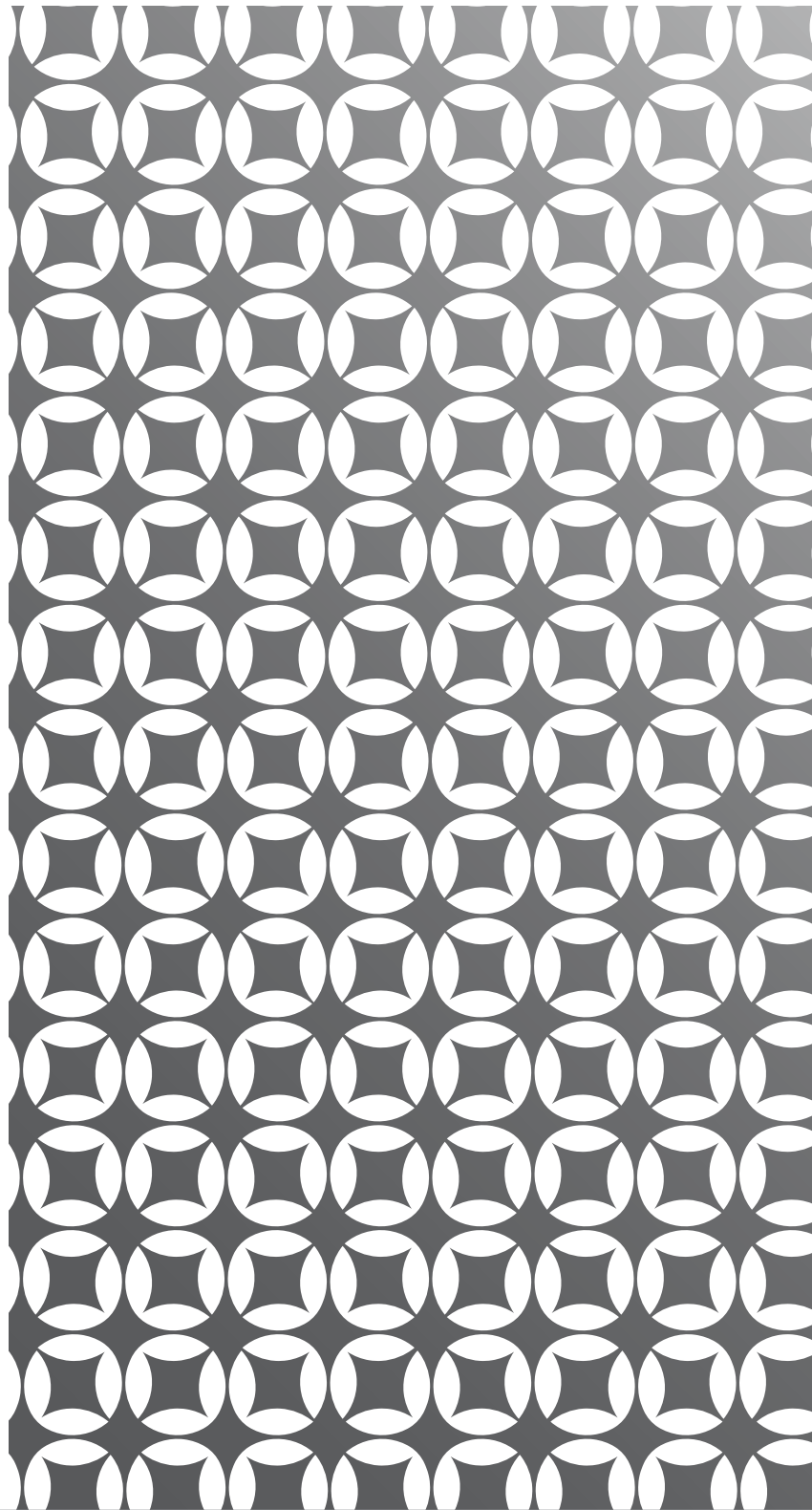
facilitator notes





notes





KNOW A TEAM OR GROUP WHO WOULD
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