

REFLECT AND RESPOND:

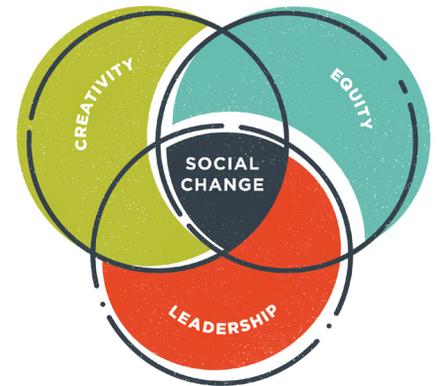


SEEING OURSELVES IN TIMES OF CRISIS

When faced with leadership challenges at Design Impact, we try to get to the root of what holds us back from our fullest potential. In many cases, the problem is that we're getting in our own way. The work we have to do requires us to redirect our attention inward in new and often uncomfortable ways.

COVID has turned up the volume on this inner leadership work for all of us. As everyday leaders we have an incredible opportunity right now to **face the uncertainty and determine what is no longer sustainable, what needs to be released, what needs to be changed, and how we might need to change with it.**

Use the prompts on the next page to reflect on your own leadership. We developed these prompts based on the outcomes we set to measure the effectiveness of our work. These specific prompts relate to leadership [mindsets](#) rooted in our [theory of change](#).



DIRECTIONS:



INDIVIDUAL REFLECTION:

Find 15-30 minutes in your day. Grab something to write or type with and give yourself some space to look at your world with fresh eyes. Take a few deep breaths and center yourself in your body. Then, taking your time, review the ten prompts on the next page.

Sense which one or two are resonating the most with you today, and spend some time reflecting.



SMALL GROUP DISCUSSION:

Plan a time to meet (even if it's over Zoom) with close friends, neighbors, or coworkers. Have everyone take a few deep breaths to center yourselves. Then review the ten prompts on the next page.

- As a group, discuss which ones resonate, and then discuss the following questions.
- Close by affirming your collective commitment to do the work.

PROMPTS:

1. The health of the self drives the effectiveness of action.

How are you caring for yourself today? What part of your world feels unhealthy right now? What's one thing you can do today to change it?

2. Ego, fear, and self-preservation play key roles in promoting self-interest, often at the expense of the whole.

How is fear sitting in your driver's seat? Is it helpful there? Who benefits when you let go of your fear? How can your actions work to uplift others in this time?

3. Our inner selves are intricately connected to the larger whole.

In your physical isolation, where have you felt connected to the larger world? How has your own humanity been shaped by others and by our environment during this time?

4. Authentic leadership requires courage and vulnerability.

Where are you letting yourself be vulnerable? Where do you want to have courage right now?

5. The quality of dialogue shapes action.

What is the majority of your dialogue about right now? Is it shaping your desired actions? Why or why not?

6. Relationships are key to creating all change.

What relationships are serving you at this time? Which inspire the changes you seek?

7. Presence and awareness provide insight that drives transformative action.

Pick a situation that is front of mind for you. What do you sense right now about that situation? What assumptions need to be suspended to see the situation more clearly?

8. Strengths-based approaches empower.

Where are you strong right now? Where are you undervaluing yourself?

9. Past trauma, toxic stress, and systemic oppression can prohibit innovation and participation.

What is holding back your full participation or the participation of others? How are you naming the role that trauma, stress, and oppression play in yourself and the world around you? How are you seeking healing?

10. Risk-taking, failure, growth, and change teach us.

What failure have you learned the most from during this time? How are you growing right now? Who or what was your greatest teacher today?