EMBRACE YOU

The Power of Authenticity & Courageous Communication

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MEET JESSICA

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OBJECTIVES
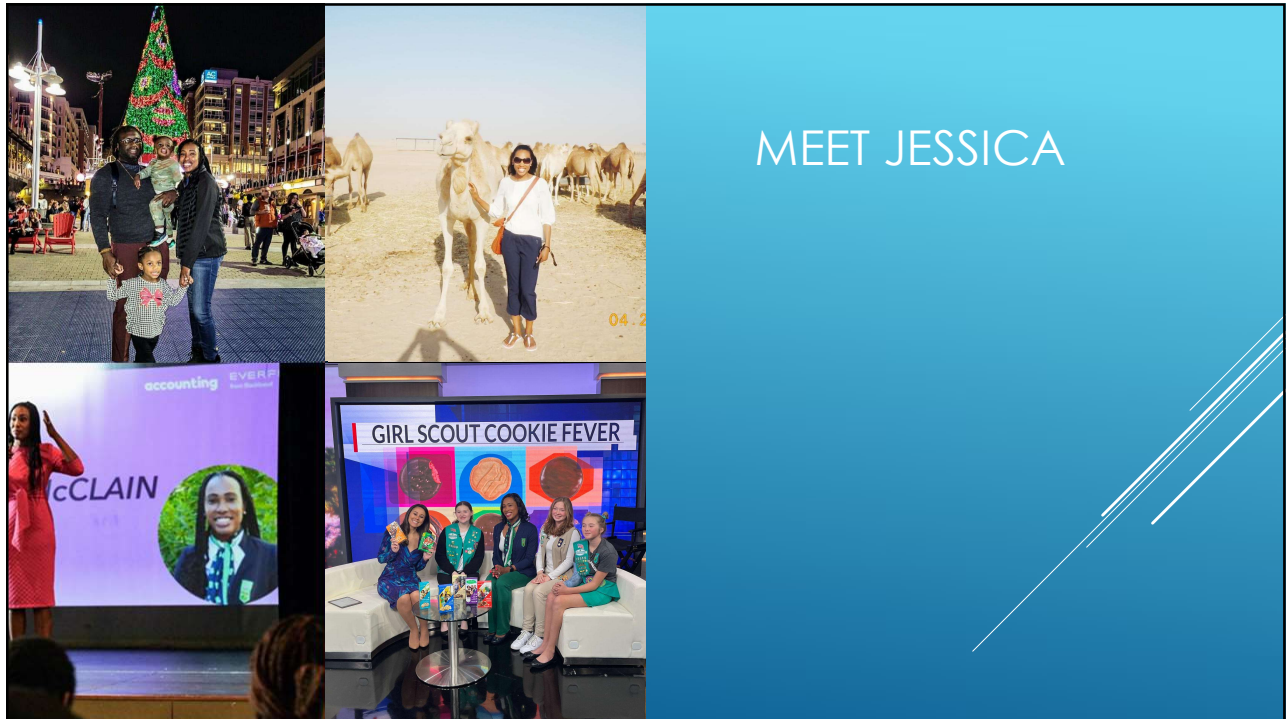
Understand
Understand authenticity and courageous communication and their importance in the workplace.

Recognize
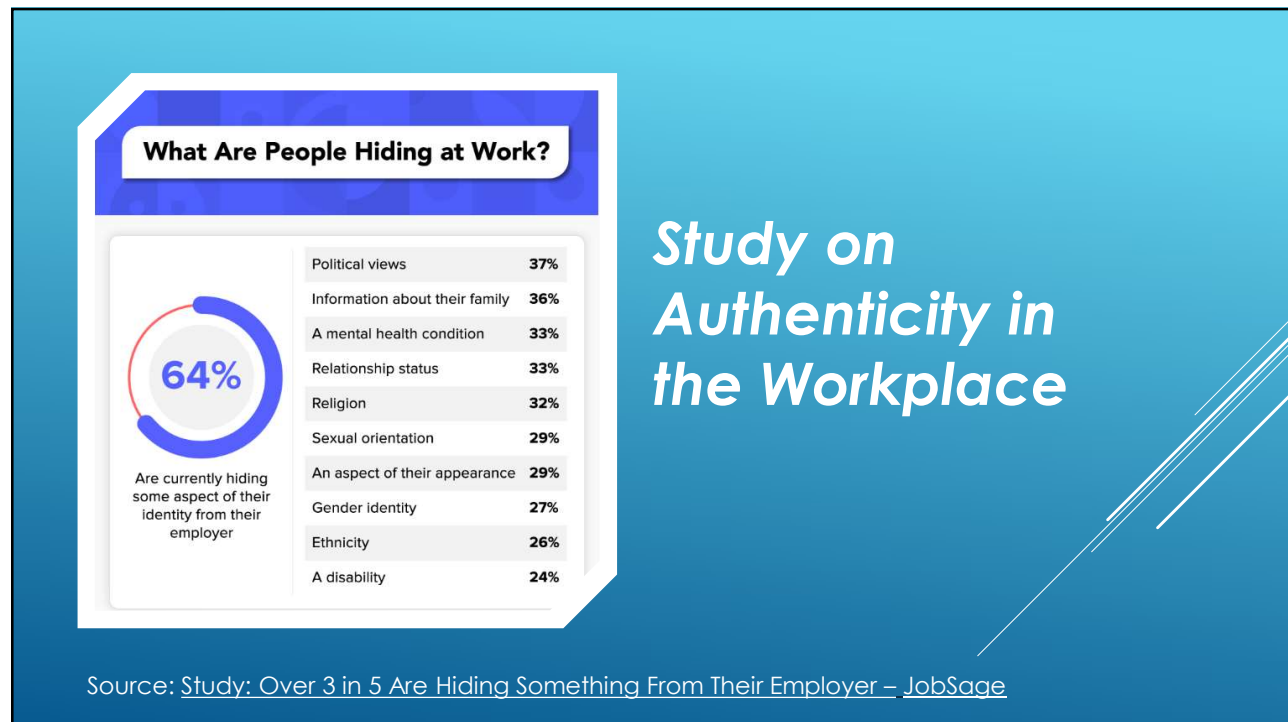Recognize the obstacles and challenges to authenticity and using your voice and strategies to overcome them.

Analyze
Analyze the impact of authenticity and speaking up on individual and organizational success

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POLLING QUESTION #1

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Slide 5

What Are People Hiding at Work?

64% Are currently hiding some aspect of their identity from their employer

Political views	37%
Information about their family	36%
A mental health condition	33%
Relationship status	33%
Religion	32%
Sexual orientation	29%
An aspect of their appearance	29%
Gender identity	27%
Ethnicity	26%
A disability	24%

Study on Authenticity in the Workplace

Source: Study: Over 3 in 5 Are Hiding Something From Their Employer – JobSage

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Slide 6

How does not being authentic impact performance?

Worse working relationships	49%
Inability to do their best work	37%
Lower retention	35%
Decreased productivity	34%
Less effort put into work	33%

55% Say not being authentic at work impacts their mental health

Study on Authenticity in the Workplace

Source: Study: Over 3 in 5 Are Hiding Something From Their Employer – JobSage

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What is Authenticity?

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Fear of **Rejection**

Organizational **Culture**

Pressure to Conform

Lack of Trust

Lack of Role Models

OBSTACLES TO AUTHENTICITY

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POLLING QUESTION #2

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▶ **Self-Awareness**

▶ Share **Personal** Experiences

▶ Communicate **Genuinely**

▶ **Demonstrate Vulnerability**

▶ **Seek** Feedback

How to Embody Authenticity

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Slide 11

- Builds **Trust** & **Credibility**
- Fosters **Genuine** Connections
- Drives **Innovation** within Teams

UNLOCK THE POWER OF AUTHENTICITY

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Slide 12

WHAT IS COURAGEOUS COMMUNICATION?

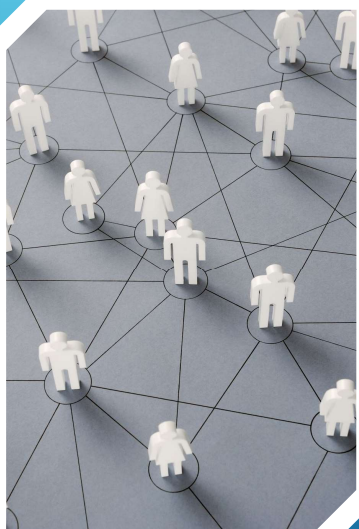- **Courage** and **Vulnerability**
- **Storytelling**
- **Courage** Over Comfort

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- **Identity and Overcome** Fear
- Seek **Support**
- **Preparation** is Key
- Practice **Active Listening**

THE COURAGE TO SPEAK UP

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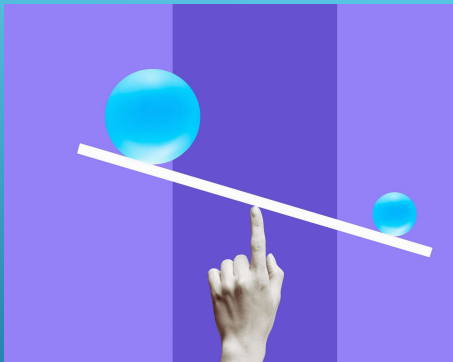- **Lead** by Example
- Offer Training and Other Development Opportunities
- Foster a Culture of **Trust**
- Create a **Non-Punitive** Environment

CULTIVATING COURAGEOUS COMMUNICATION

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POLLING QUESTION #3

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IMPACT OF PROFESSIONAL SUCCESS

▸ Enhanced **Leadership** Effectiveness
▸ Career **Advancement**
▸ Personal **Fulfillment**

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► Contributes to a **Positive** Workplace Environment

► Increased **Creativity**

► Improved Hiring & Retention of **Talent**
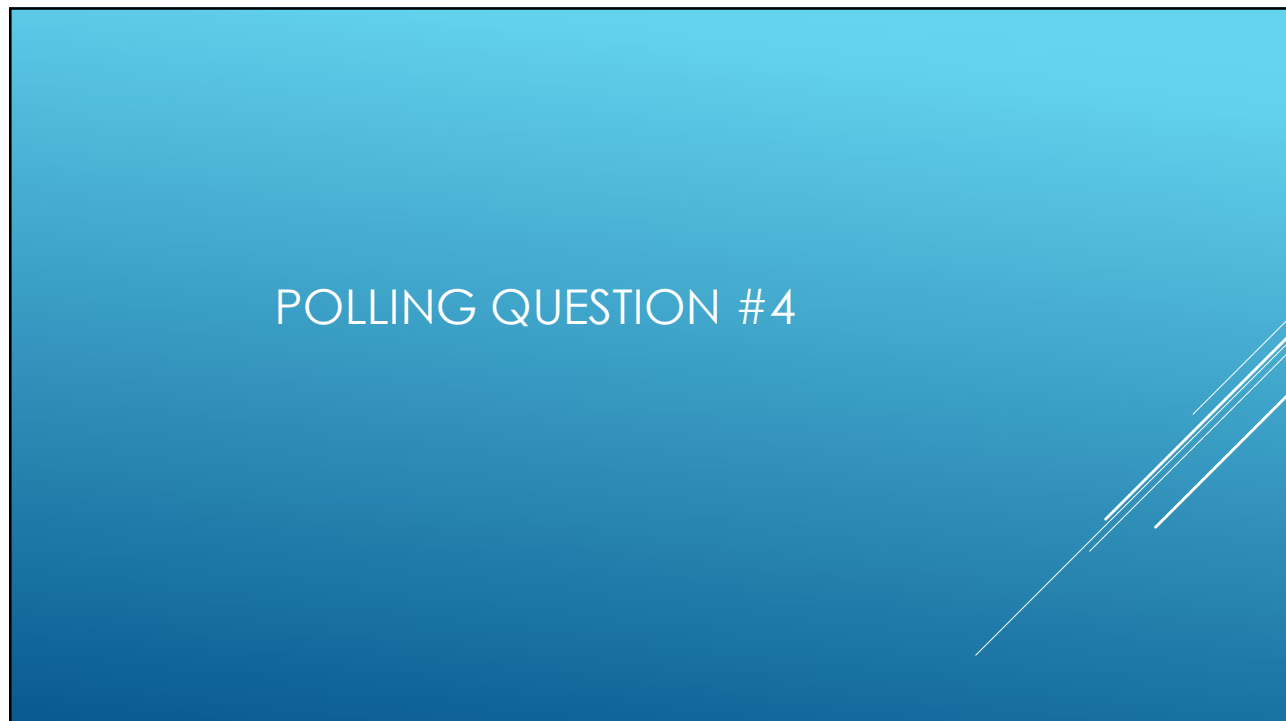
IMPACT ON ORGANIZATIONAL SUCCESS

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POLLING QUESTION #4

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Authenticity and Courageous Communication are powerful tools that can:

▶ Foster trust and build stronger relationships.

▶ Drive innovation and creativity.

▶ Create a more positive and productive work environment.

WRAP UP

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Chief Financial Officer |
Nonprofit Executive | Qualifie...

LET'S KEEP THE CONVERSATION GOING!

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