

# Closing Session: Be Your Own Cheerleader: Embracing Self-Advocacy in the Workplace



**Neelu Kaur**

## *Closing Session*



May 2, 2024



5:25–6:00 p.m. ET



**THRIVE**

A Virtual Event | May 2, 2024

# TERMINATION OF EMPLOYMENT



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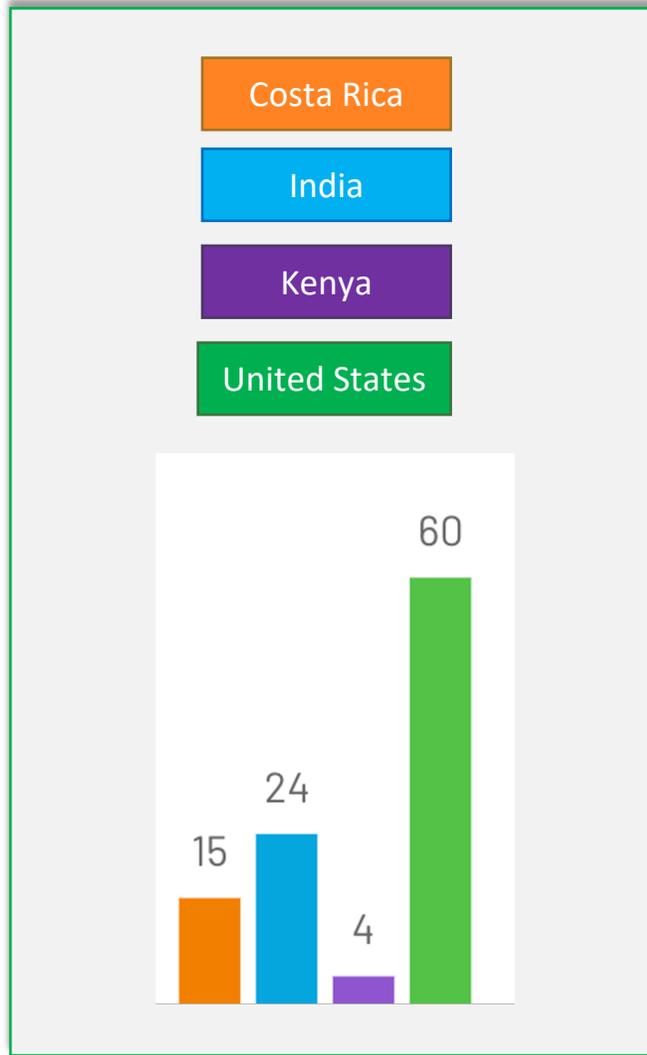




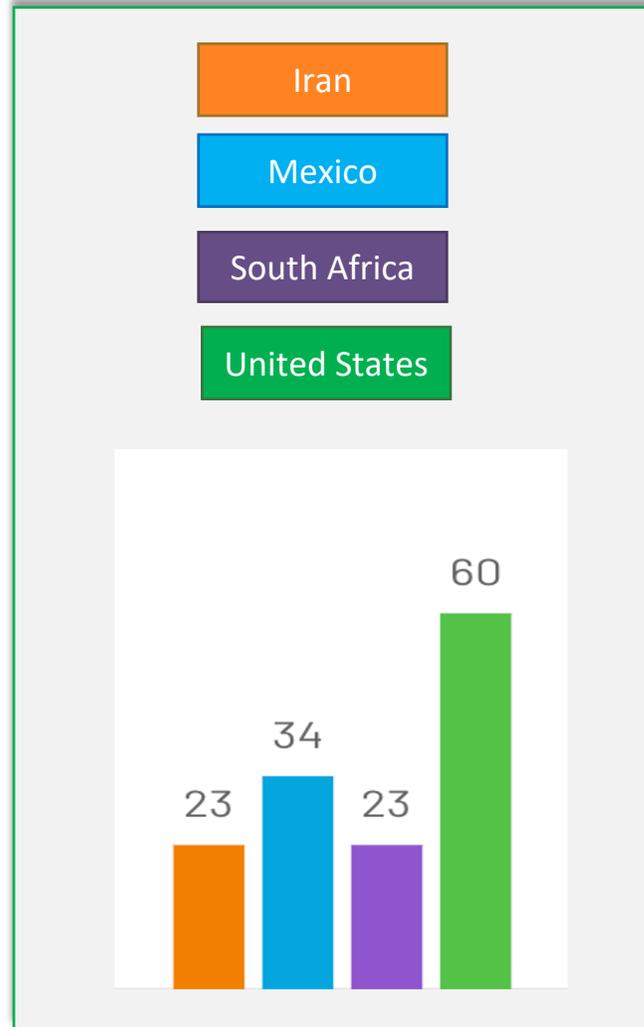
WHY is it so challenging?

Individualistic Societies	Collective Societies
Mindset: "I"	Mindset: "We"
Task: Task comes first; relationship comes 2nd	Task: Relationships comes first; task comes second
Competition: Competition among Individuals	Competition: Competition is between groups/tribes; more of a tribal society
Motto: Confrontation can do no harm and can sometimes be healthy	Motto: Harmony inside the ingroup. Even if people disagree, they should maintain superficial harmony, or the group will be weakened and fall apart

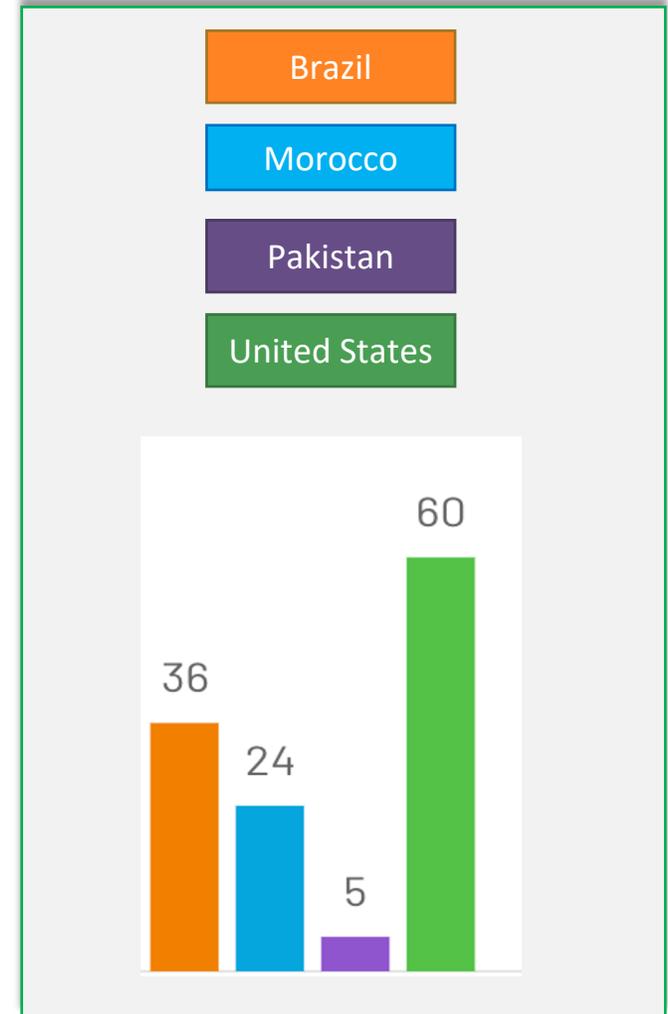
# Country Comparisons



Individualism



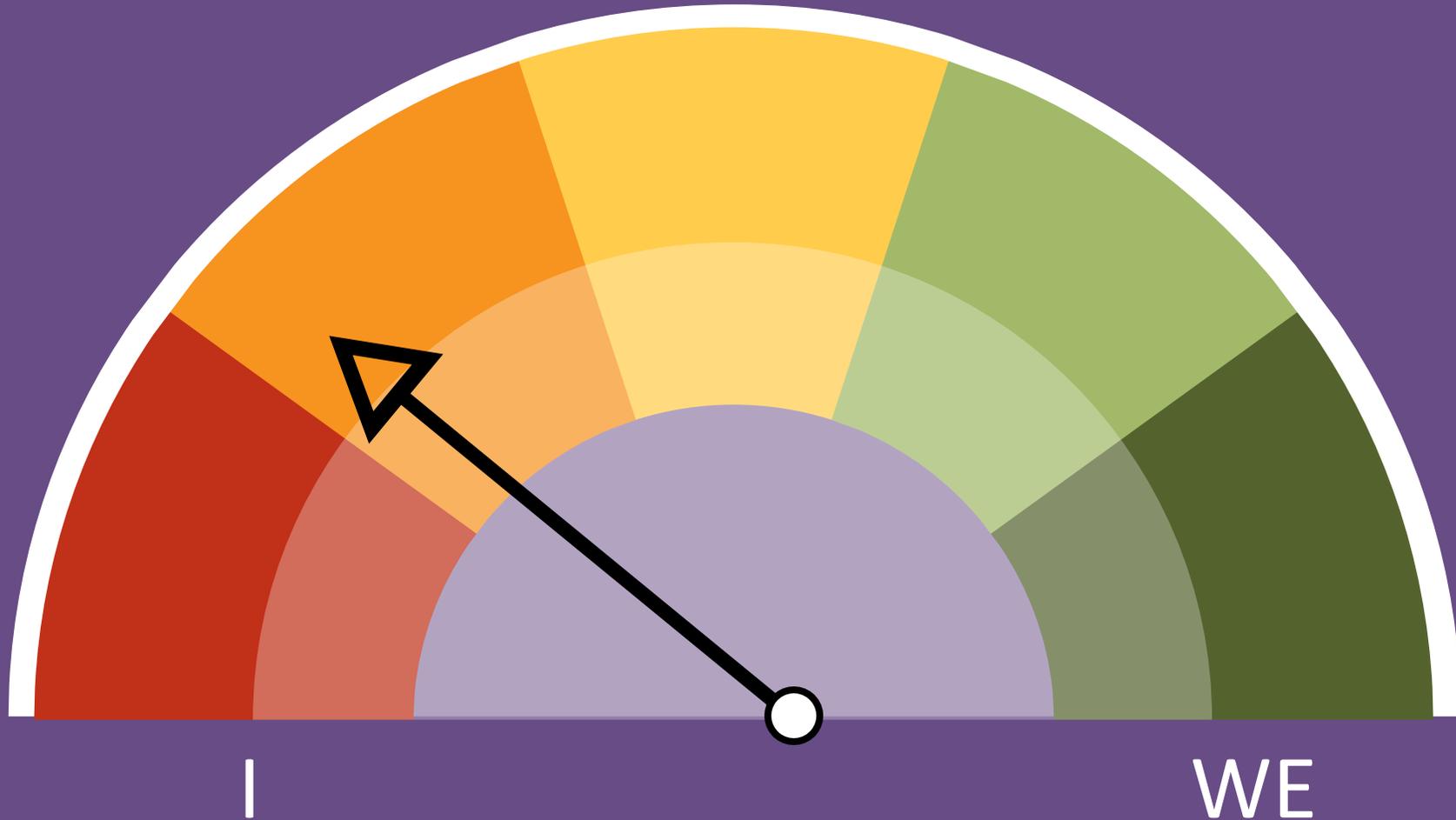
Individualism



Individualism

Strategy 1:

'I' & 'We' Dial





WHY is it so challenging?



# The IMPOSTER MONSTER

- ❑ What's wrong?
- ❑ What am I lacking or deficient in?
- ❑ Whose fault is it?
- ❑ What else is getting negatively affected?

- ❑ What do I need in this moment?
- ❑ What skill(s) or resource(s) do I have?
- ❑ What will improve this conversation?
- ❑ Who can help me get through this challenging situation?

- ❑ What's wrong?
- ❑ What am I lacking or deficient in?
- ❑ Whose fault is it?
- ❑ What else is getting negatively affected?

**PROBLEM FRAMED**

- ❑ What do I need in this moment?
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OUTCOME FRAMED

# Strategy 2: Change your Questions!



- PAUSE & BREATHE
- Motion changes Emotion!
- Curiosity Reframe: There is no such thing as failure, only FEEDBACK
- Choice: AFFIRMATIONS

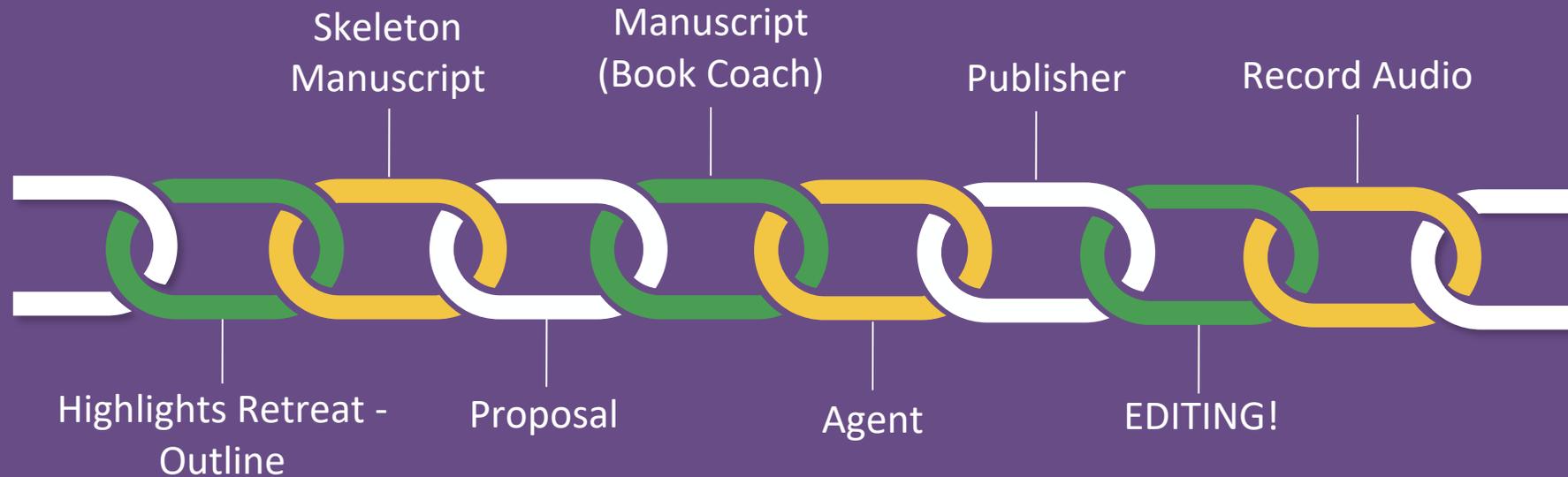


WHY is it so challenging?

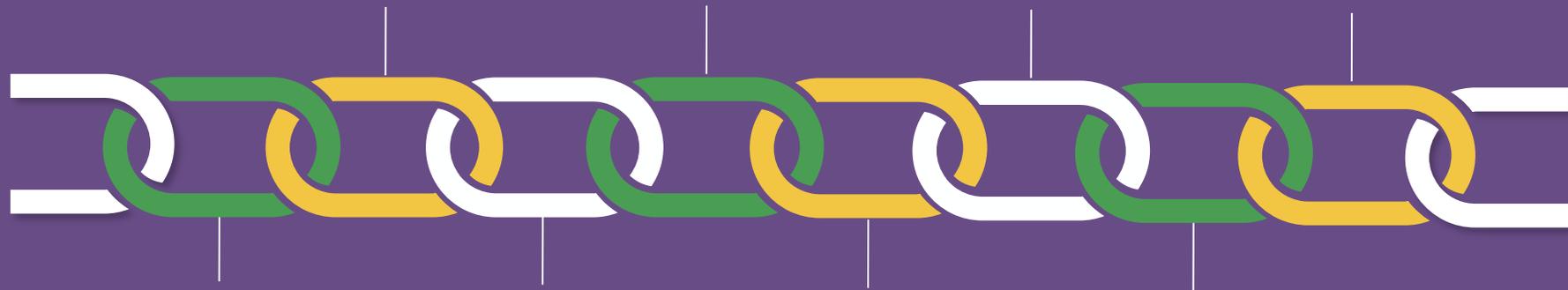


# Macro & Micro Moments

Macro: BYOC Book Launch Date 1/24/23



# Strategy 3: Celebrate SMALL wins





## Give feedback to Neelu

Scan this QR code



Or go to

<https://talk.ac/neelukaur>

and enter this code when prompted

CHEERLEADER

