

15.

Finding Your Voice

The activities that follow are designed to aid personal reflection on your experiences relating to fitting in, standing out, and expressing your authentic voice. You can also use these exercises when you are coaching or mentoring others.

Personal reflection is important for so many reasons, but mostly because it takes you to the core of where your frames live. Self-awareness is the key to being a strong leader and a better teammate. These activities will take you closer to your personal frames, where the real work often begins.

Spend some time exploring your authentic voice. And always remember: *there has only ever been, and will always only be, one you.* Make a difference in a way that only you can. That's why you are here.

ACTIVITY 3 — YOU AND THE SOCIAL ORDER AT WORK

How would you describe your team's social order to a newcomer?

List aspects of your personality that help you to fit in with the social order at work.

List aspects of your personality that help you to stand out from the social order at work.

What role do you play in maintaining the social order at work?

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What has your strategy been when you have challenged the social order at work?

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As a leader, how flexible are you when someone pushes at the team's social order?

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