

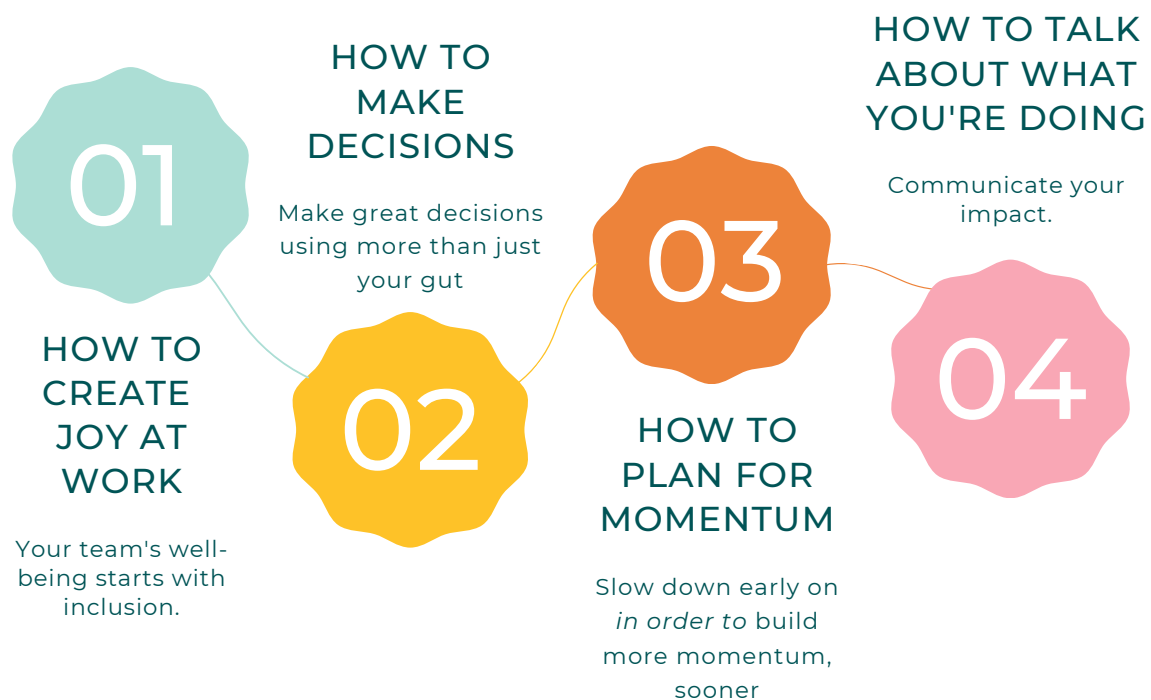


Love Your Job Again

THREE KEYS TO
RECLAIMING YOUR
CLARITY, CONFIDENCE,
& CALM

with carole chabries, phd

Connecting the dots between your PURPOSE, your PLANNING, and how you treat your PEOPLE.



PEOPLE WILL FORGET WHAT YOU SAID, PEOPLE WILL FORGET WHAT YOU DID, BUT PEOPLE WILL NEVER FORGET HOW YOU MADE THEM FEEL.

– MAYA ANGELOU



CONSISTENT FEEDBACK ON

meaningful work



creating joy at work

stages of PSYCHOLOGICAL SAFETY



05

INNER WORK JOY

Colleagues experience frequent "wins" knowing they are valued and their work is meaningful.

04

CHALLENGING

Colleagues are safe to disagree in both public and private without punishment or retaliation.

03

CONTRIBUTING

Colleagues are safe to voice ideas, share perspectives, and create new possibilities without fear of being shut down or ignored.

02

LEARNING

Colleagues are safe to explore, experiment, and make mistakes without fear of shame, blame, or retribution.

01

INCLUSION

Colleagues feel welcome as they are, safe to share any aspects of their identity they choose.

stages of PSYCHOLOGICAL SAFETY ASSESSMENT

| NAME | CHARACTERISTICS & BEHAVIORS | STAGE/S |
|------|--------------------------------|---------|
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stages of PSYCHOLOGICAL SAFETY ASSESSMENT

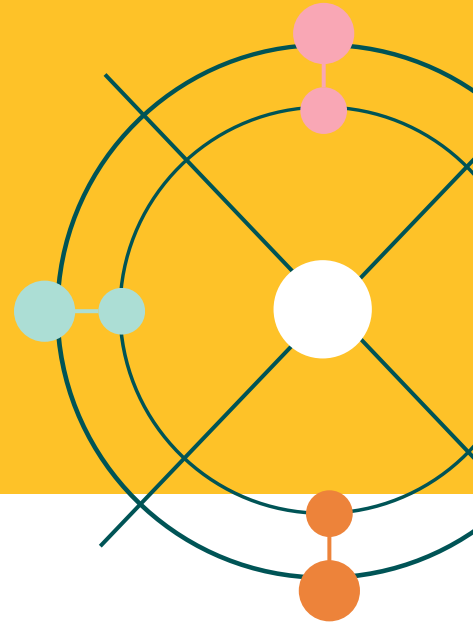
| NAME | CHARACTERISTICS & BEHAVIORS | STAGE/S |
|------|--------------------------------|---------|
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creating
JOY AT WORK
NEXT STEPS



**GIVING YOUR TEAM CONSISTENT
FEEDBACK ON MEANINGFUL WORK IS
ESSENTIAL FOR THEIR INNER WORK JOY.**

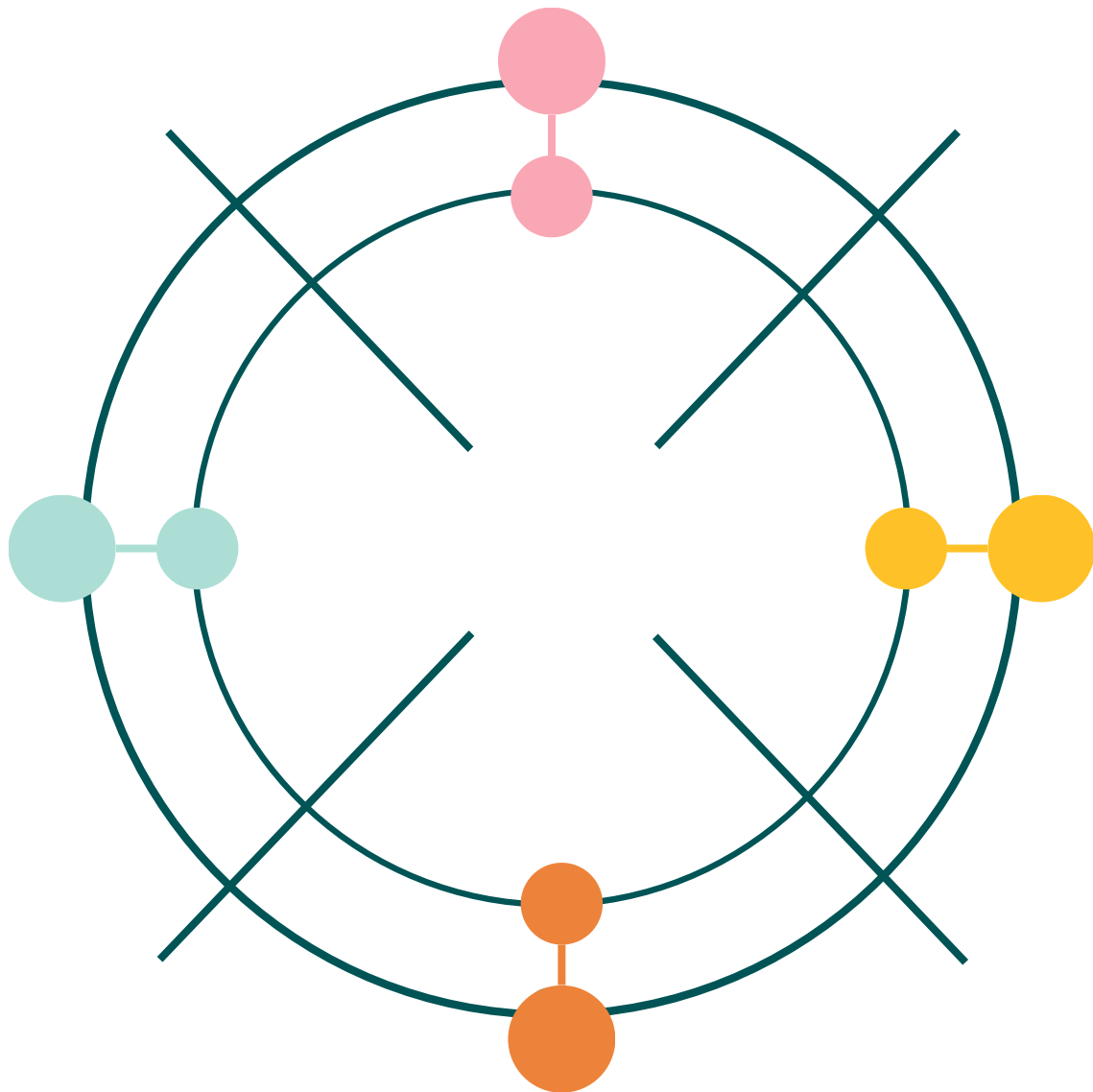


02

*making
purposeful decisions*

DESIGN YOUR LEADERSHIP COMPASS

life experiences ● leadership
power & privilege ● money

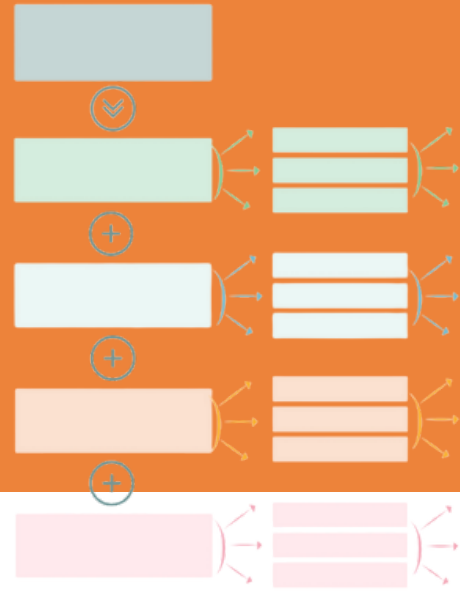




making
PURPOSEFUL DECISIONS
NEXT STEPS

”

**GOOD LEADERS PUT THEIR HEART
AND HEAD INTO CONVERSATION
WITH EACH OTHER.**

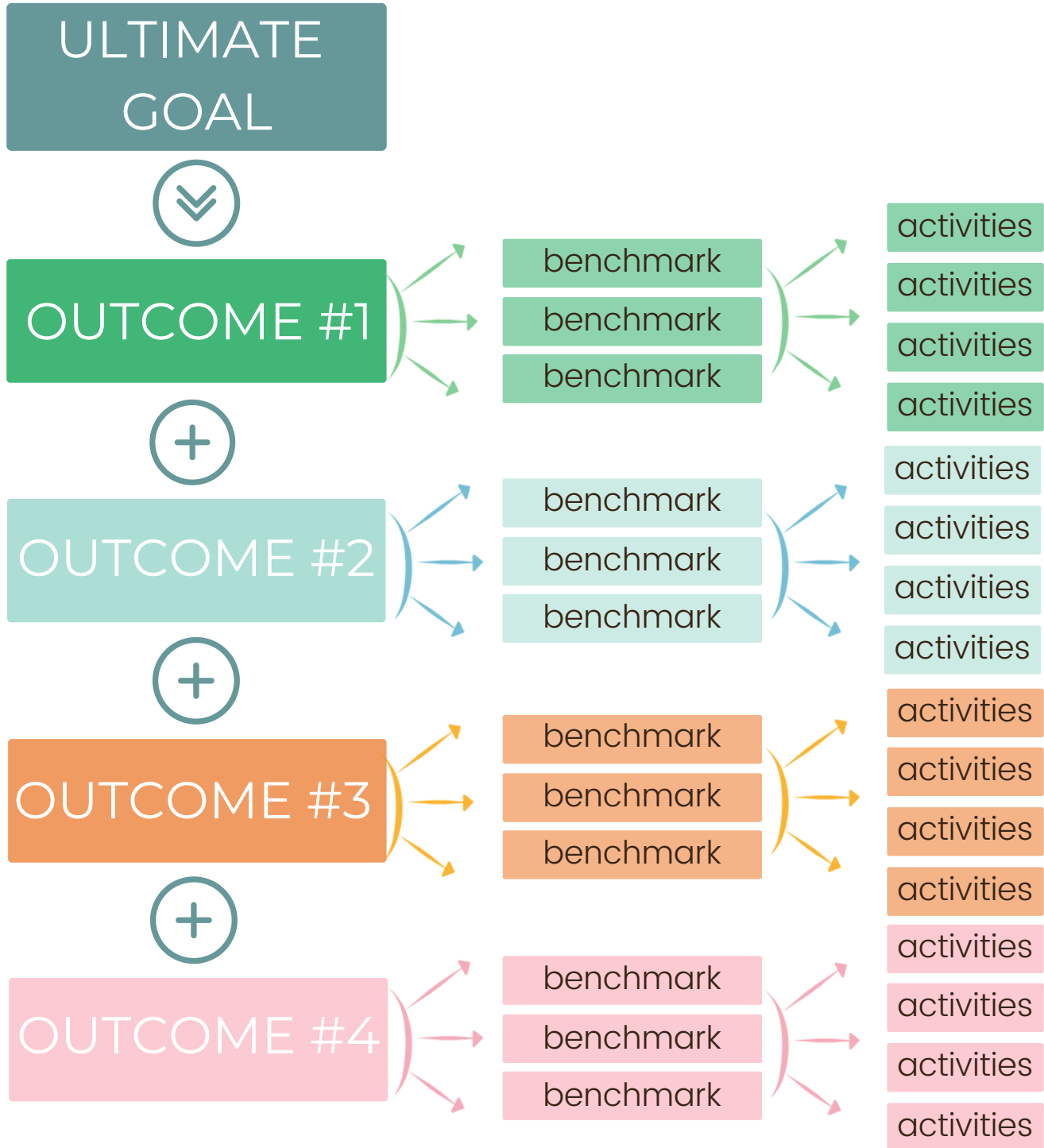


03

planning for momentum

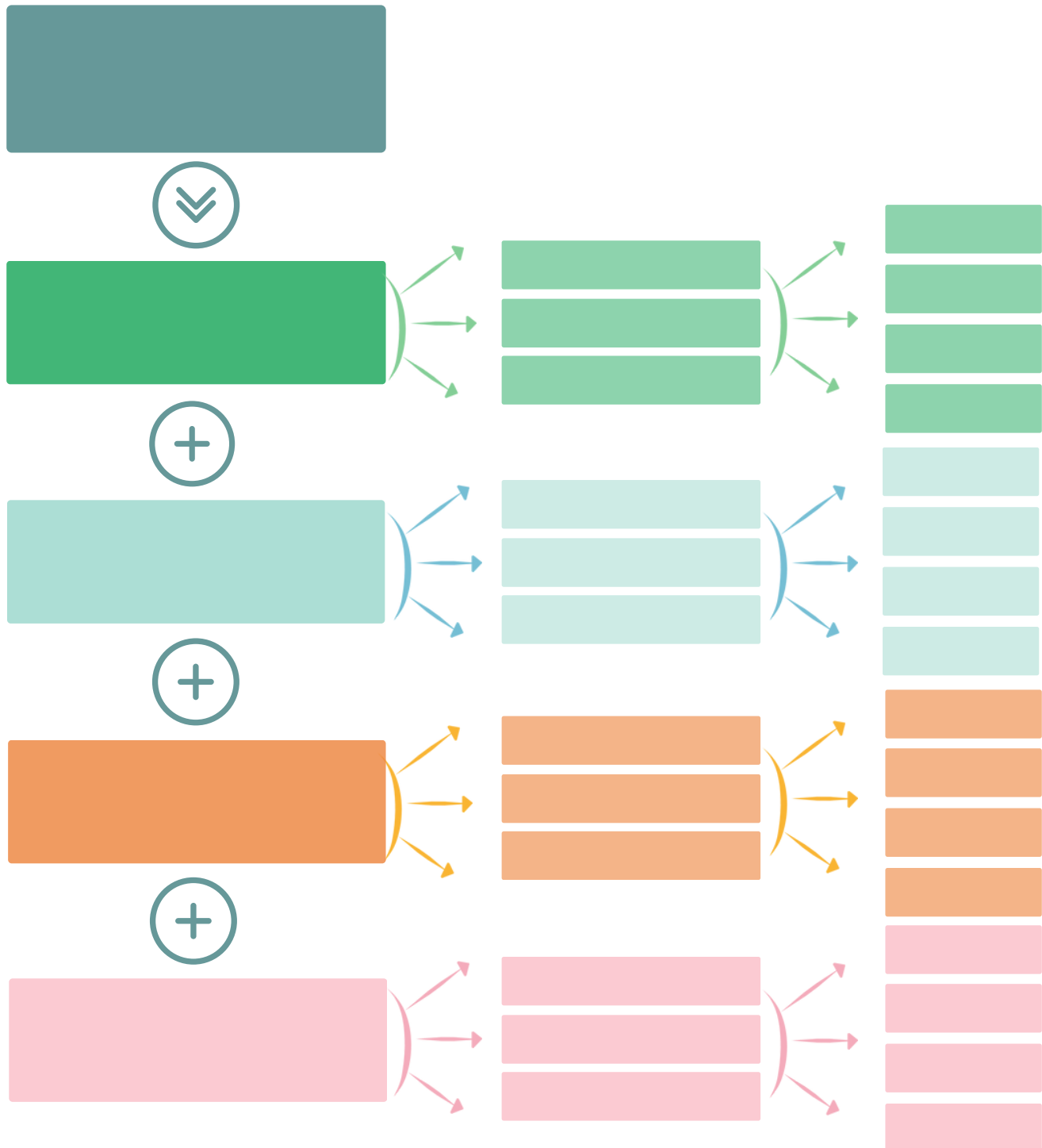
BACKWARD DESIGN

➔ MOMENTUM



BACKWARD DESIGN

➔ MOMENTUM



BACKWARD DESIGN



Use this space to brainstorm something you're working on while we discuss backward design.

PROJECT OR INITIATIVE

WHAT ARE YOU TRYING TO CHANGE?

WHAT OUTCOMES WILL PRODUCE THAT CHANGE?

WHAT MEASUREMENTS DEMONSTRATE PROGRESS?

WHAT ACTIVITIES PRODUCE THOSE MEASUREMENTS?



planning
FOR MOMENTUM
NEXT STEPS

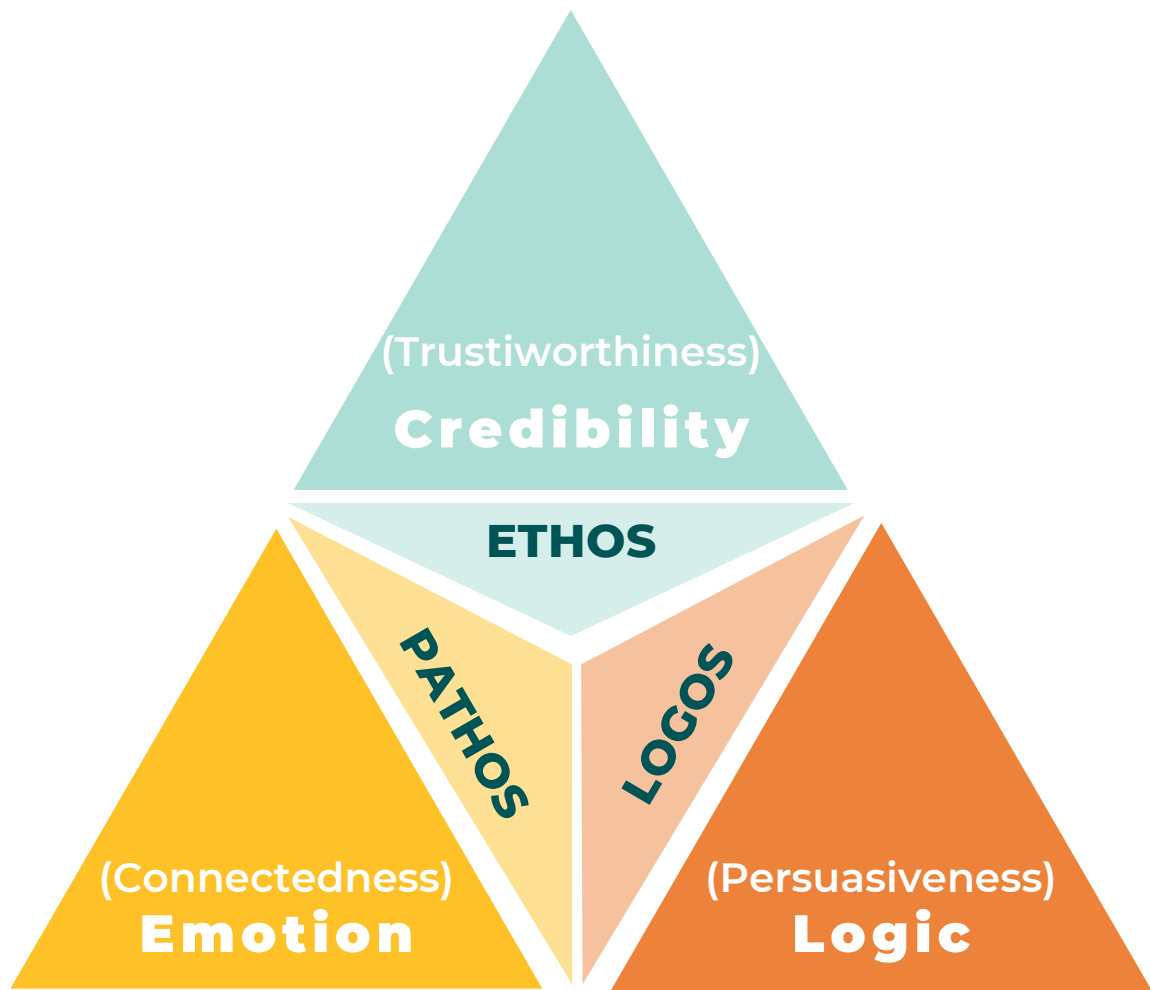
”
Less busy
more impact



04+

*communicating
your impact*

CONTEXT MATTERS MOST



CONTEXT MATTERS MOST

Use this space to think about a message you need to communicate.

PROJECT OR INITIATIVE

WHAT IS THE GIST OF YOUR MESSAGE?

WHO NEEDS TO HEAR YOUR MESSAGE? WHY?

HOW MUCH CREDIBILITY DO YOU HAVE WITH THEM?

HOW YOU CAN MOVE THEM TO LISTEN WELL?



communicating
YOUR IMPACT
NEXT STEPS

**TALK SO PEOPLE WILL LISTEN.
LISTEN SO PEOPLE WILL TALK.**

LEADERSHIP *affirmations*

We think,
mistakenly, that
success is the result
of the amount of time
we put in at work,
instead of the quality
of time we put in.

--Arianna Huffington

We cannot change
what we are not aware
of, and once we are
aware we cannot help
but change.

-- Sheryl Sandberg

*Positions are temporary. Ranks and
titles are limited. But the way you
treat people will always be
remembered.*

**IF YOU WANT SOMETHING
YOU'VE NEVER HAD BEFORE,
YOU'RE GOING TO HAVE TO
DO SOMETHING YOU'VE
NEVER DONE TO GET IT.**

-- Tiffany Dufu



LEADERSHIP *affirmations*

*The essence of strategy
is choosing
what not to do.*

--Michael Porter

**Some leaders
are born women.**

-- Geraldine Ferraro

**Working on the right thing
is more important
than working hard.**

-- Caterina Fake

*What you do makes a difference,
and you have to decide
what kind of difference
you want to make.*

-- Jane Goodall



about carole

HI THERE!

I've spent more than 25 years leading teams of faculty and staff in higher ed. I've made a ton of mistakes along the way. I've also led teams that bonded so closely we're still connected, years later.

Next to teaching, developing teams is the most joyful work I've done. Over the years I've developed and refined approaches for listening, coaching, guiding, mentoring, and even hiring that work across contexts and job functions. These are battle-tested strategies that I *know* work: they develop camaraderie, foster inclusion, bring people together, and help entire groups feel more purposeful and joy-filled in their work.

My approach to leading people is now foundational to The Leadership Academy. I'm so excited to share it with you!

Are you ready?

Carole Chabries, PhD

MENTOR & COACH FOR WOMEN LEADERS | FOUNDER OF THE CLAREO GROUP
carole@thclareogroup.com | www.thclareogroup.com



”

WHEN YOU CAN'T
FIND SOMEONE TO
FOLLOW, YOU HAVE
TO FIND A WAY TO
LEAD BY EXAMPLE.

– ROXANE GAY.





HOW TO LEARN MORE:

Want to learn more on your own?
Grab our free leadership frameworks:

PRIORITIES PLANNING PEOPLE

The image displays three free leadership frameworks. The first, 'PRIORITIES', is a vertical flowchart with five sections: LIFE EXPERIENCES, POWER, LEADERSHIP, MONEY, and CORE VALUE. The second, 'PLANNING', is a horizontal flowchart showing the backward design process from ULTIMATE GOAL to OUTCOME I-IV, with a 'KEYS TO SUCCESS' section below. The third, 'PEOPLE', is a circular diagram with four quadrants: OPEN, RELAX, VIGILANT, and another unlabeled quadrant.

Want to learn more in community
with other women leaders? Enroll in
Leading With Clarity!

Leading With Clarity is the only leadership course designed specifically to teach women in higher ed how to lead by connecting the dots between your personal priorities, your planning, and the ways you lead your people.

Dive deep into our three signature frameworks and learn to customize them, apply them, and get better as you go...all while designing the leadership practice of your dreams.

see you soon!

Want a **workshop** for your department or campus? [Grab this info sheet](#) to learn how we can bring a workshop to you, in any modality.

Have questions? Reach out via email (carole@theclareogroup.com) or make an appointment to chat (<https://calendly.com/carolechabries/45min>)

