

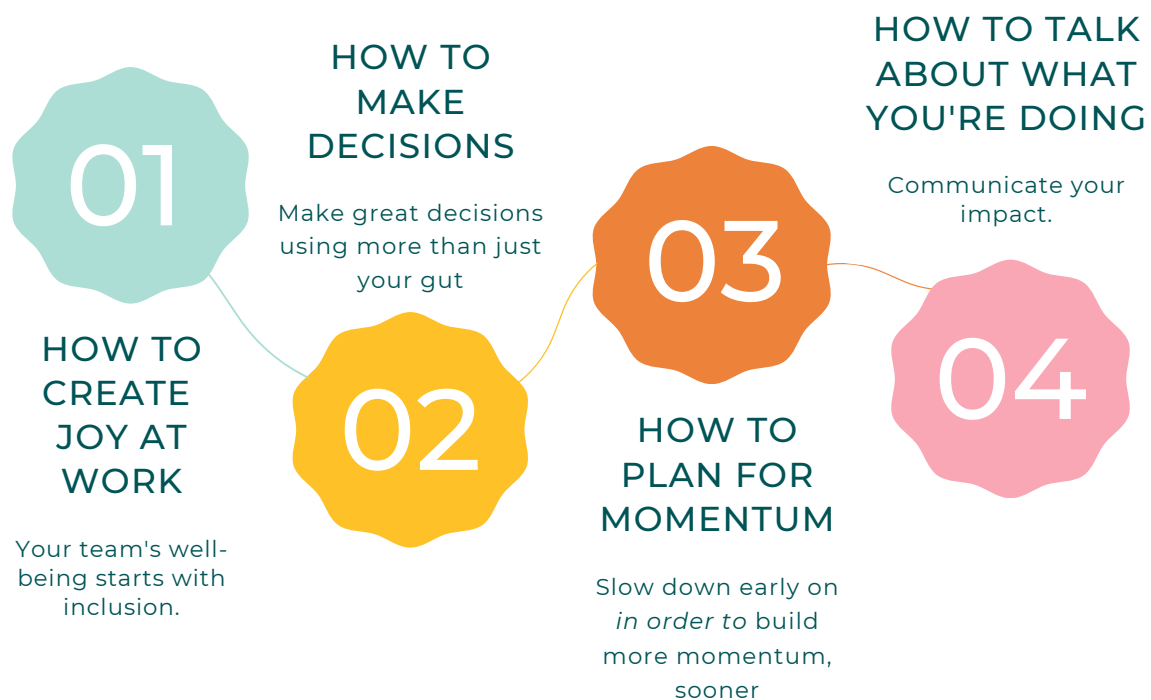


# Love Your Job Again

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*



# 01

*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

# stages of PSYCHOLOGICAL SAFETY ASSESSMENT

NAME	CHARACTERISTICS & BEHAVIORS	STAGE/S

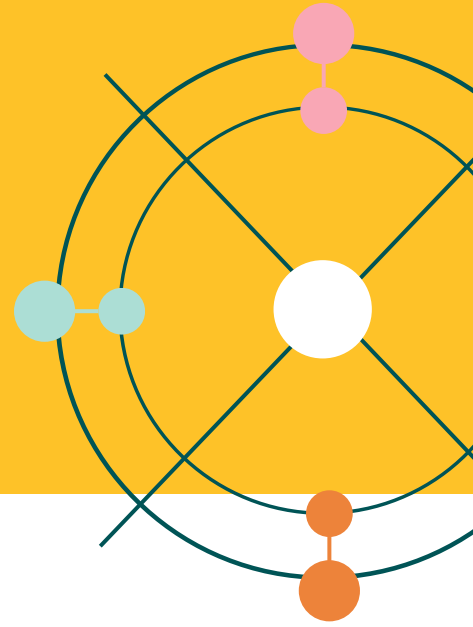


creating  
**JOY AT WORK**  
NEXT STEPS



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



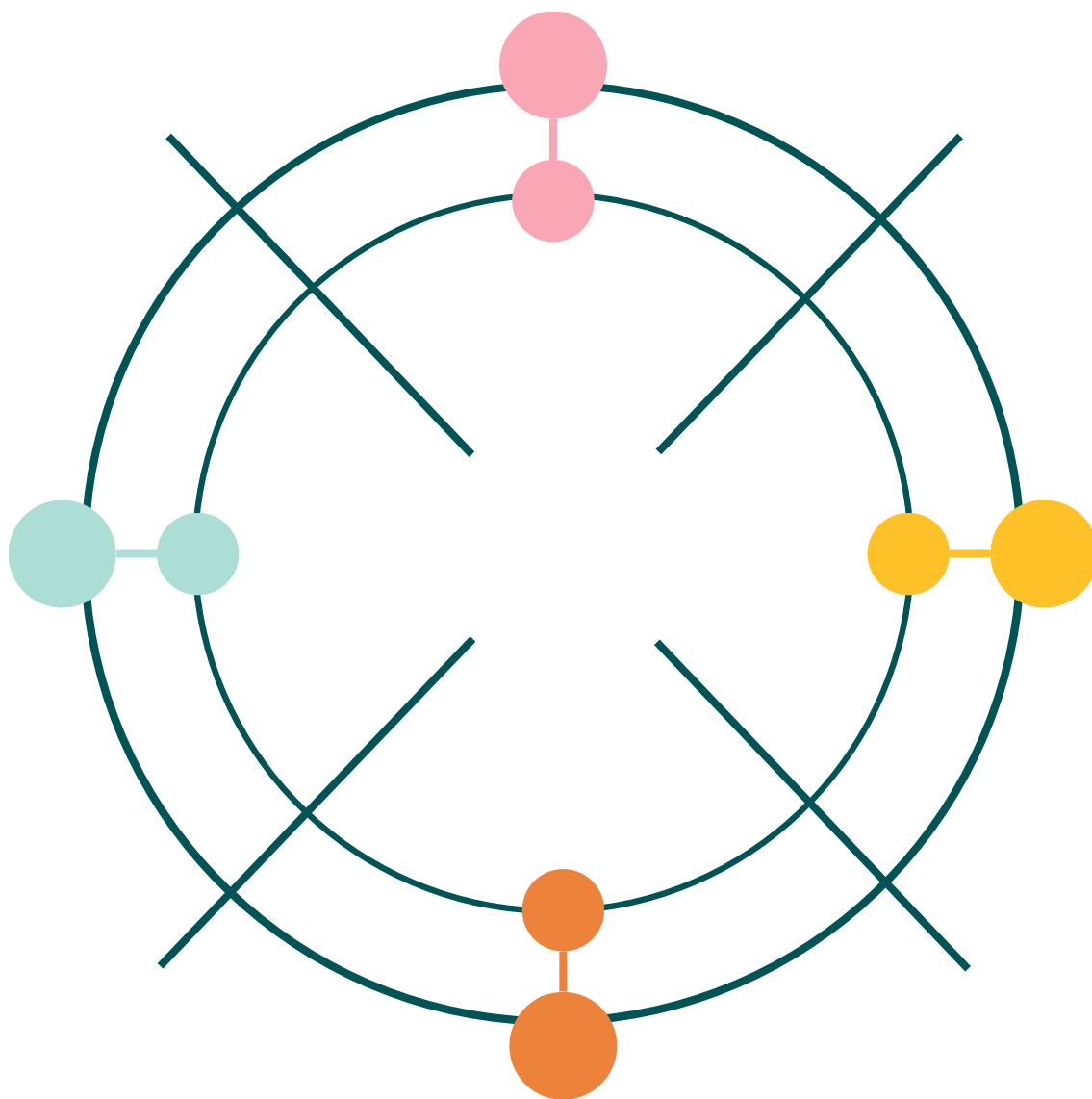


02

*making  
purposeful decisions*

# DESIGN YOUR LEADERSHIP COMPASS

life experiences ● leadership  
power & privilege ● money

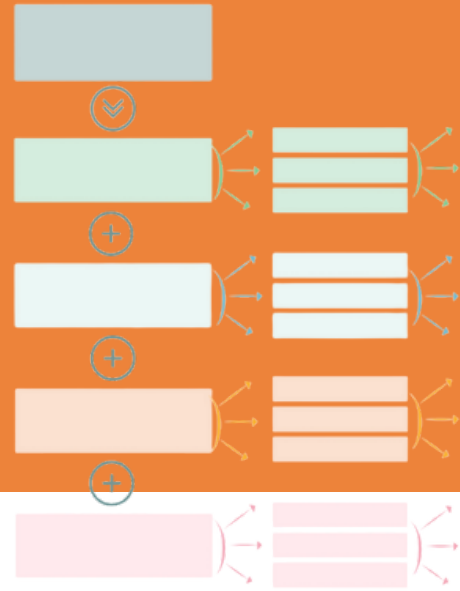




making  
**PURPOSEFUL DECISIONS**  
NEXT STEPS

”

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

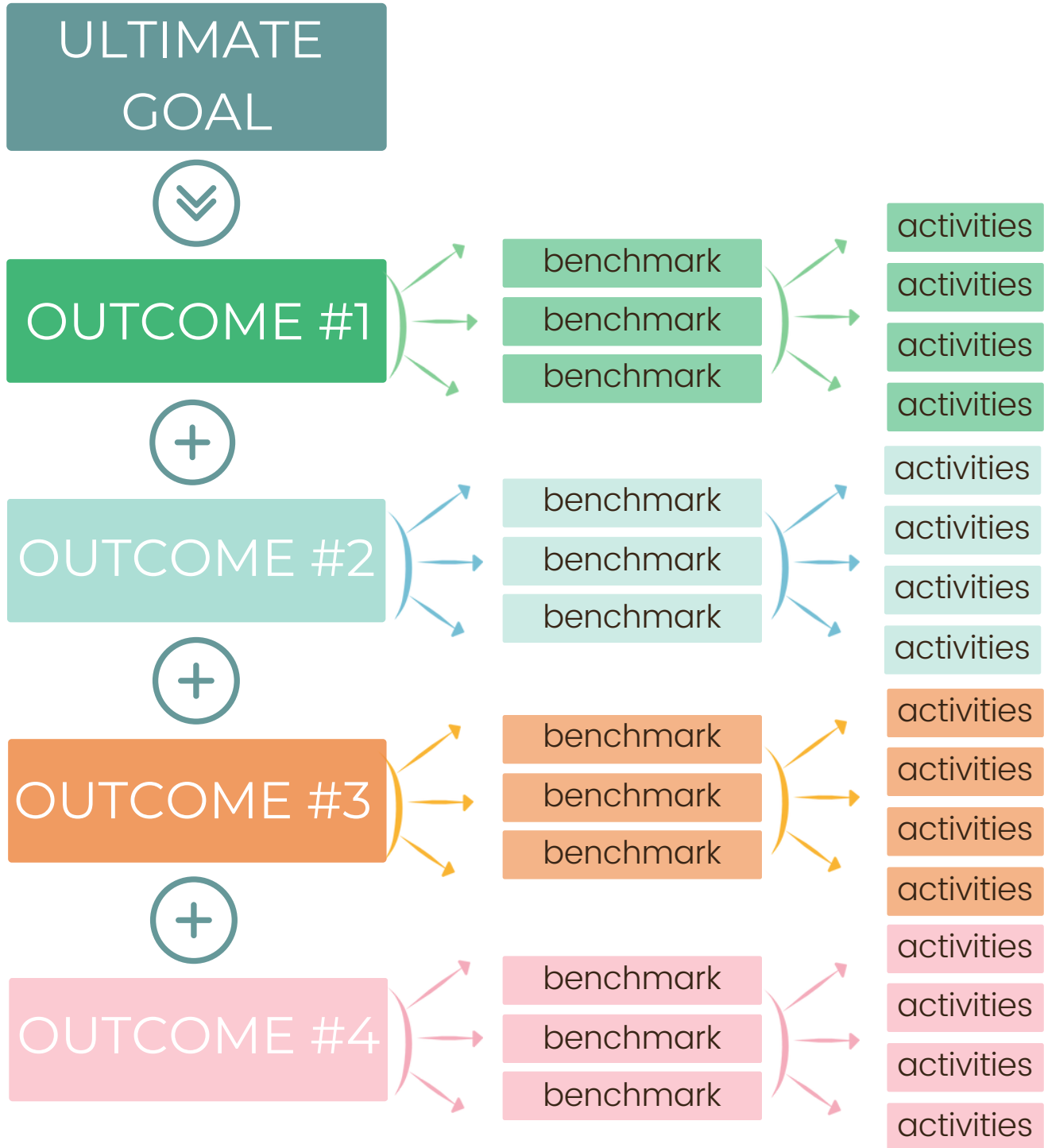


# 03

## *planning for momentum*

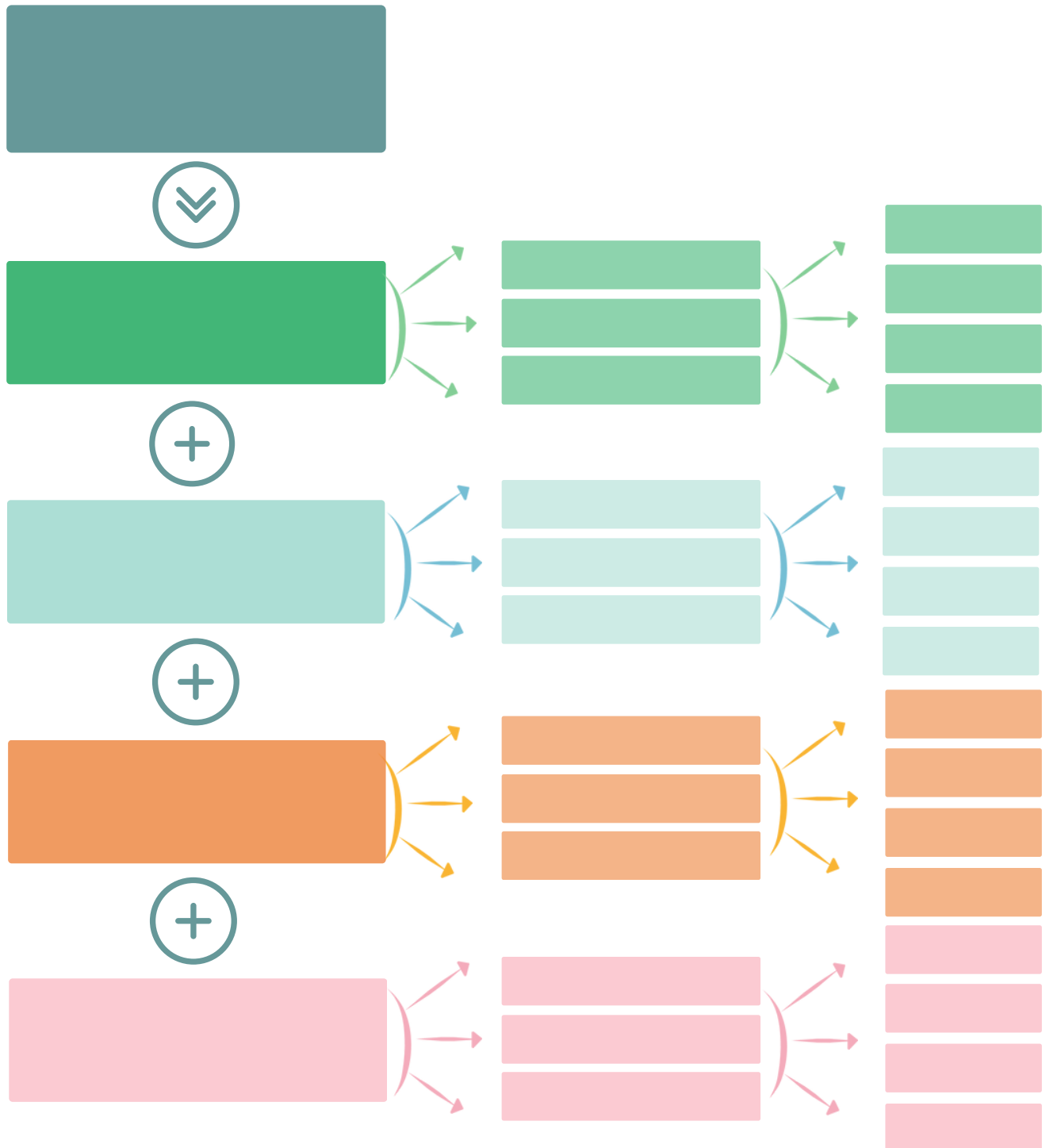
# BACKWARD DESIGN

## ➔ 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*

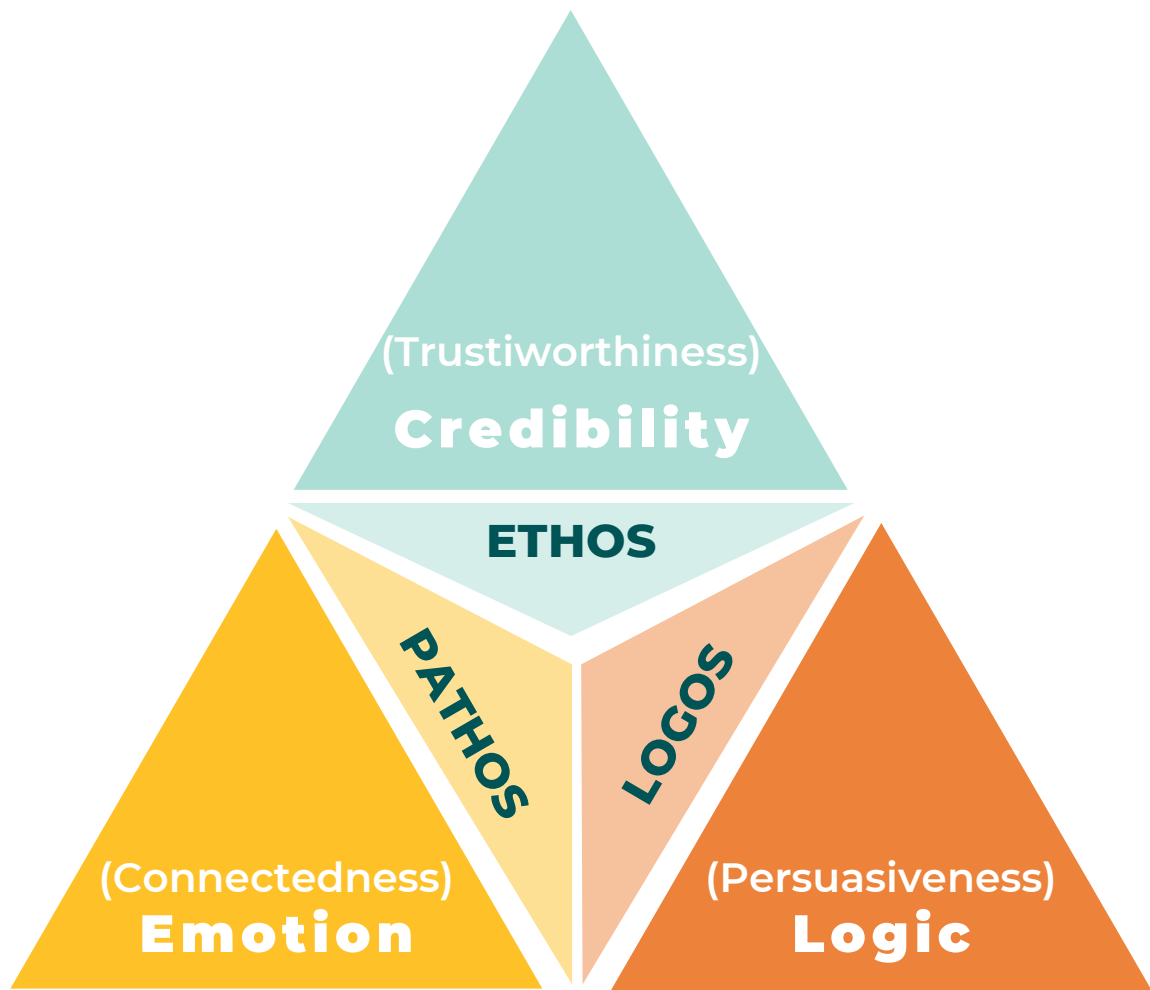




04+

*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

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@thclareogroup.com](mailto:carole@thclareogroup.com)) or make an appointment to chat (<https://calendly.com/carolechabries/45min>)

