

"What Does it Mean to Be Your Authentic Self?"

How Can it Hinder or Help Your Career?

"Facilitator Guide"

Rules of engagement for the discussion:

- 1) Be respectful
- 2) Listen with an open mind and heart
- 3) As you share your thoughts and experiences do not share names of individuals in stories or testimonials
- 4) Identify 1-2 things you will do different after you leave today

Conversation Starters:

Below is a list of conversation starters designed to get the participants to not only think about the gaps that may exist, but most importantly the opportunities and potential solutions to enhance our environment. Please encourage the participants to be candid, as we want to hear their experiences while we identify potential solutions and ideas to make improvements.

Please feel free to add your own personal verbiage or a quick story to set up each of the following questions. It will bring it to life, add more context and break the ice for the participants to feel more comfortable to open up.

Emily	<ul style="list-style-type: none">• Share the objectives of the session and the grounds rules for a respectful and productive conversation.
	<ul style="list-style-type: none">• What does being your "authentic self" mean to you?
	<ul style="list-style-type: none">• Do you feel like you have to reconcile your desire to be your authentic self with the desire to belong and make progress in your career?<ul style="list-style-type: none">○ If so, how do you do that?○ What adjustments are fair to make in order to fit in at work and what adjustments would be something that would compromise your authentic self?
	<ul style="list-style-type: none">• What are some perceptions about the environment here that might cause someone to make adjustments to your authentic self in order to be successful?<ul style="list-style-type: none">○ What has been your experience as it relates to collaborative projects— have you been recognized more for working to "fit in" or for being your authentic self?
	<ul style="list-style-type: none">• Now that many of you have had unconscious bias training, what are some of the things you have done to minimize your own biases about others?
	<ul style="list-style-type: none">• How have you expressed your authentic self in ways that have helped your career progress?<ul style="list-style-type: none">•
	<ul style="list-style-type: none">• Wrap Up & Evaluation