

Shonagh Reid

DIVERSITY EQUITY AND INCLUSION CONSULTANT AND COACH

Are You Thriving As A Woman of Colour In Leadership?

You are already successful.

Let's begin by acknowledging that you are accomplished and have already achieved so much.

In the exercises below, we will explore your current state, evaluate what is going well in your life, and what could use some adjustment to ensure you are thriving in your life and in your career.

At the end, there is an opportunity for you to build on this work, and join a **transformational group coaching programme**.

Step 1

To begin, let's spend a few moments reflecting on the key areas of our life. This will allow us to identify what is going really well - where are we thriving, and it will allow us to identify where in our lives, we could be doing a bit better. Don't over think your responses or write what you *think* you should, go with your gut instinct.

On a scale of 1-10 with 10 being the most positive:

How happy are you with your work life?

How satisfied are you in your current role?

How comfortable are you in your current role?

How well are you able to come to work as your authentic self, comfortable to express yourself, your heritage, and your culture?

How happy are you with your health?

How satisfied are you with your physical health?

How satisfied are you with your emotional wellbeing?

How happy are you with your relationship with your spouse or partner?

How happy are you with your familial relationships?

How happy are you in your friendships?

How satisfied are you with your personal support network?

How satisfied are you with your work support network?

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Looking at the previous exercise, you can consider yourself to be thriving or doing well if you are scoring 8 or above in that category.

Step 2

On a scale of 1-10 with 10 being very much or a lot:

Thinking about the intersection between your ethnicity, culture work life, how much do you over plan and push yourself, further than others in the work place?

To what extent do you feel like an imposter or that you will be 'found out' at work?

Looking at this exercise, you can consider yourself to be thriving or doing well if you are scoring 3 or below.

Step 3

Reflect on the answers you gave to the previous exercises.

What do you notice?

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Has anything surprised you?

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Step 4

Consider what it would take to improve the areas of your life you have identified?

What would it look like, and how would it feel to be thriving in all areas of your life?

What small thing could you do to begin to make a positive impact on the areas of your life that could benefit from some adjustment?

Create two to three actions based on your responses? These will make a big difference to your life.

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Being The Difference

I know that you are a successful woman who has already achieved a great deal, but everyone benefits from support and guidance from time to time.

'Being The Difference' is a group coaching programme for people just like you.

The areas of your work and life that you identified in this exercise will be addressed with the guidance of me as your coach and the support of up to four women JUST LIKE YOU.

- Achieve clarity
- Identify goals
- Develop strategies to thrive authentically in your role
- Learn how to flourish

Links

If you want to go quick, go alone.

If you want to go far, go together.

African Proverb