

OCT 2025
issue three

ORGANIZATIONAL
LEADERSHIP

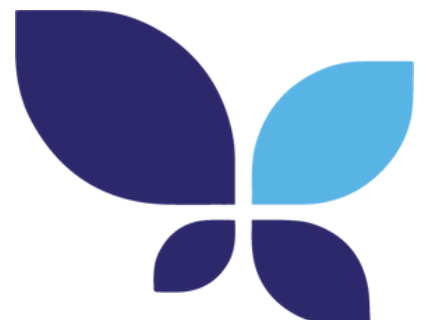
FLOURISH NEWSLETTER

PLAYING IT SMALL: PART 1

The quote “*Your Playing Small Does Not Serve The World*” holds a special place in my heart.

The best description of “playing small” is: “when someone avoids risks or actions that might make them feel uncomfortable or cause problems.” It can also mean settling for less than what you want or hiding parts of yourself. This concept is one that has taken up a lot of space in my mind and in my heart.

I made sure I didn't
shine too bright

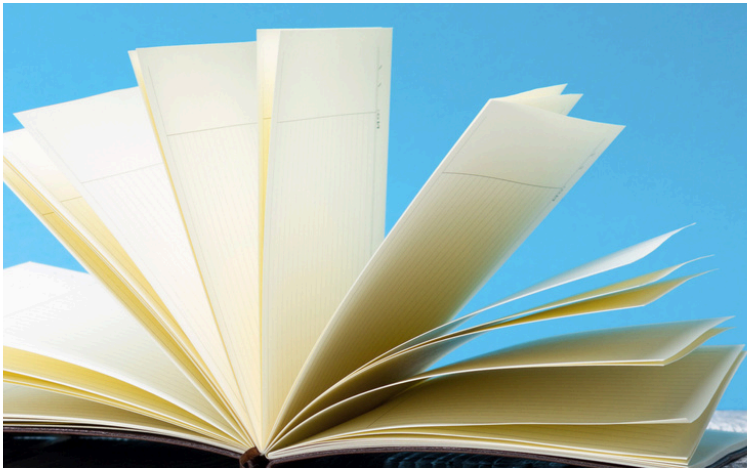


In my last role, I played it small. I led with all my heart & used all my capabilities, and also made sure I wasn't shining too bright. Some of that was to prevent jealousy, some of it was because I was told directly by my boss not to be out front, not to outshine. Some of it was due to my own insecurity - thoughts that I wasn't "enough". So, when it came time to make a choice, with the support of my true friends, my family & my partner, I took a leap. I chose not to play it small any longer, but to let my light shine. For me, that meant officially launching my new business and working towards my goals full-time. It also meant moving from my hometown (think Mayberry!) over 750 miles away to find my place in the sun.

For each of you, letting your light shine means something different. It may mean a different job, a different town, a different partner, or it may just mean speaking up for yourself a little more, shining a little bit brighter, or not hiding the true you.

For some of my friends and colleagues, this concept is a bit too much. Too brassy? Too bold? Too Brenè? The idea that "Our deepest fear is that we are powerful beyond measure" is laughable. Yet, for many of us, this concept has become something of a personal mantra. The power of hearing these words when it is up to us to be brave or to step up / step out is an impactful reminder of the strength within us. For me, and I know for a lot of you, this quote and this philosophy hold meaning, and they are worth spending a few minutes thinking more about.

Until next time, I hope you find a way to shine today! (In my next article, I will talk more about my favorite ways to shine bright in your life.)



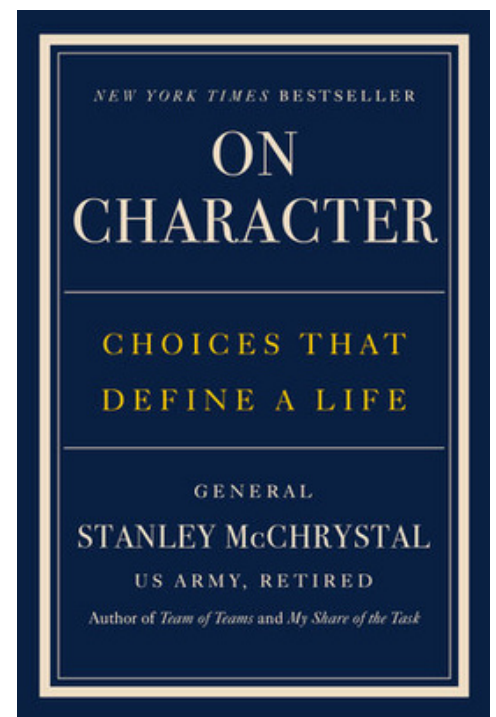
Beth & Tim's Book Looks

ON CHARACTER CHOICES THAT DEFINE A LIFE

MAIN IDEA: Books by retired generals are not our typical fare, but this is a great read! He is taking on the issue of character. Character = our convictions x our discipline. Discipline is a multiplier for conviction. It includes both our values and the actions and beliefs that back those up. We teach Character by our behavior.

The reality of who we are cannot be recorded in dates or accomplishments. It is 'the person I am when I don't think anyone is watching'. That's your true character. Every day we get chances (even small ones) to act in ways that build character. Those actions matter for us and for the people who take note of who we are in the world.

COOLEST PARTS: Define the culture you want & defend it ruthlessly. Everything you do counts, and even the simplest of interactions conveys messages about who we are. It is integrally important that everyone feels a part of the mission.



Why Would you Read It? You enjoy leadership lessons illustrated with recent history by a great leader of our time.

WHY YOU NEED A PLAN



Imagine venturing off on a sailboat with no plan at all. That works on a beautiful day when you have nowhere to be. If, however, you want to get somewhere in particular, you need a plan for how to get there.

This month, we visited Nashville, a great city with so many hidden cultural treasures! We took the time to do some 2026 advanced planning on this trip.

We Used A Simple Formula *Acknowledge & Celebrate, Dream, Prioritize, Detail & Map It Out!*

The exercise was both fun and humbling, but above all, insightful. It proved to be a great way to prepare us for 2026... in advance!

A good plan involves reflecting on what worked (and what didn't). Figuring out an accurate picture of where you are, and determining where you want to go. Then you can figure out the steps you need to take to get there. You'll need enough detail to know: how to carry it out, who/what is involved, if you have the resources (money, time, people, etc.), and how you will know when you have arrived... at a stop or your destination.

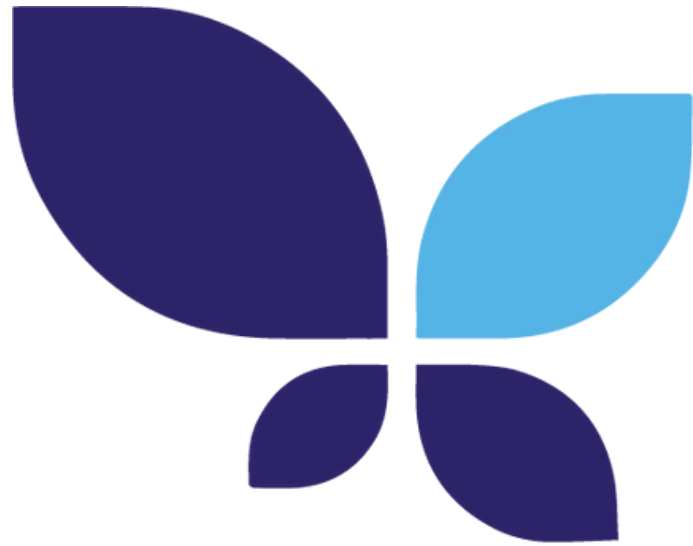
**Learn why celebrating the wins
needs to be part of the plan**



ONE LAST THOUGHT...

“THERE IS NO PASSION
TO BE FOUND PLAYING
SMALL-IN SETTling FOR
A LIFE THAT IS LESS
THAN THE ONE YOU ARE
CAPABLE OF LIVING”

-NELSON MANDELA



Flourish

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