



EMERGE BEYOND THE SURFACE AND THRIVE

COUNTERINTUITIVE CONTEMPLATION

Contemplate these questions as prompts to explore how you are making space to intentionally recognize, honor, and encourage undervalued parts of yourself and those you are in relationship with...At home...At work. How would you (*and the living systems you are a part of*) benefit by engaging with these seemingly counterintuitive practices? **Enjoy the journey of discovery!**

For those who envision all it could be and consistently strive to make it so: *In addition to being honored for your integrity and high standards of excellence...*

- How are you encouraged to make mistakes?

For those who always take care of all of us so well: *In addition to being valued for your proactive ability to know what we need (often before we do!)...*

- How is space and time curated to identify and voice your own needs?
- How are your "no"s empowered, allowed, accepted, and honored?

For those productive overachievers who make us all shine brighter: *In addition to being appreciated for all of your accomplishments...*

- How are you recognized (especially in moments of vulnerability) for simply being you - completely unrelated to productivity, performance, or achievement?
- How well are your boundaried work hours and use of earned vacation time encouraged and applauded?

For those who beautify our lives with their unique creativity: *In addition to being noticed for your creations and ability to find beauty even in the harder parts of life...*

- How are space and environments intentionally curated for you to feel seen, known, and understood?
- How is your active participation in daily, repetitive tasks encouraged?

For those who gift us with their insightful wisdom: *In addition to being respected for your ideas and depth of specialized knowledge...*

- How are you encouraged to take action even before one of your ideas is fully realized?

For those who care more about the collective good than just their own: *In addition to being recognized for your willingness to ask all the questions that keep us safe and on track...*

- How are you encouraged to make prompt decisions and how fully are your decisions honored?

For those who are fiercely independent, don't need much from us, and always keep our spirits high: *In addition to gratitude for your effervescent positivity and sense of playfulness...*

- How are you invited to consistently and honestly share how you are really doing (*no matter what's portrayed externally*)?
- How are your needs proactively provided for even though you don't ask for help?

For those decisive leaders with boundless energy: *In addition to being esteemed for your powerful leadership and abundant stamina...*

- How is time built in for you to pause, slow down, rest?
- How is your vulnerability allowed to be recognized and honored?

For those who are easily align with how we want to do things: *In addition to being valued for your peaceful, easygoing nature...*

- How is space created for your input to be heard?
- What environments encourage you to assert yourself and make decisions (that are trusted, honored, and followed?)

