



# Authentically You

Sponsored by Dell Technologies and Gresham Smith  
Presented by Lauren Sikes, DesignEd  
February 17, 2021



# Lauren Sikes

THANK YOU FOR INVITING ME!

Teaching people to have honest conversations that transform the way they work and live.

# What is authenticity?

AUTHENTICITY IS ...

- living your life according to your own personality, values, and goals and not what other people have prescribed for you

# What is authenticity?

## AUTHENTICITY ...

- Develops over time: The process of owning your story while evolving it.
- Requires high **emotional intelligence** and **self awareness**.
- Speaking your truth while being attuned to the impact your words and actions have on others.

# What is it not?

AUTHENTICITY IS NOT ...

- Fixed.
- Speaking your truth with disregard to the situation or person.

# Why is authenticity important?

AUTHENTICITY IS IMPORTANT BECAUSE ...

Psychological safety is the #1 indicator of an effective team according to Google's Project Aristotle study.

# AUTHENTICITY IS IMPORTANT BECAUSE ...

Google's Project Oxygen study showed the best managers are:

- A good coach
- Empower team and does not micromanage
- Create an inclusive team environment, showing concern for success and well-being
- Productive and results-oriented
- Good communicators – listens and shares information
- Support career development and discusses performance
- Have a clear vision/strategy for the team
- Have key technical skills to help advise the team
- Collaborative across Google
- Strong decision makers

EXERCISE 1

# Who am I?

UNDERSTANDING OURSELVES





# WHO AM I?

How do you describe yourself?

# How do you feel about these words?

JOY

PROUD

FEAR

SHAME

# What stories and limiting beliefs are driving you?

## **EXPERIENCES**

What messages  
did you receive  
growing up?

## **REWARDS CONSEQUENCES**

What were you  
rewarded for?  
Criticized for?

## **OBSERVATIONS**

What did you see  
or not see that  
impacted how  
you see  
yourself?





# Becoming Authentically You

## REFLECTION

Are there differences with the way you describe yourself versus who you desire to be?

Are there areas you would like to see yourself grow in confidence? Which words would they be and why?

EXERCISE 2

# What are my values?

DISCOVERY THROUGH STORYTELLING

# My Values

## THROUGH STORYTELLING

### WHEN I LOSE TRACK OF TIME

- Alone time to reading, write, and think.
- Researching and planning.
- Deep conversations.

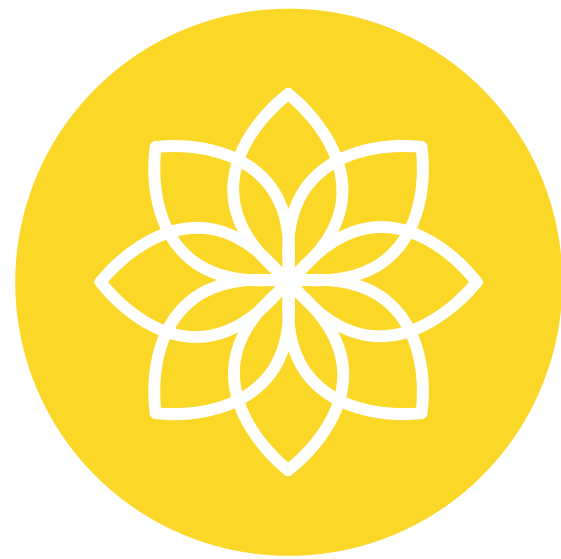
### WHEN I AM AT MY BEST

- Traveling.
- Talking to and learning about people.
- Being active.

### CHALLENGING MOMENTS

- When I didn't speak up for myself or others.
- When I didn't let others see me struggle.

# My Values



Faith & Wellness



Learning



Truth

EXERCISE 3

# Living a Values- Aligned Life

IDENTIFY DAILY PRACTICES



# What daily practices do I need to live authentically?



FAITH & WELLNESS



LEARNING



TRUTH





# DAILY PRACTICES

What daily practices do you need  
to live authentically?

# Boundaries and Energy Drains

WHAT DRAINS YOUR  
ENERGY?

WHAT BOUNDARIES  
DO YOU NEED TO  
SET?



BONUS

# Next Steps



Feedback

Dreams

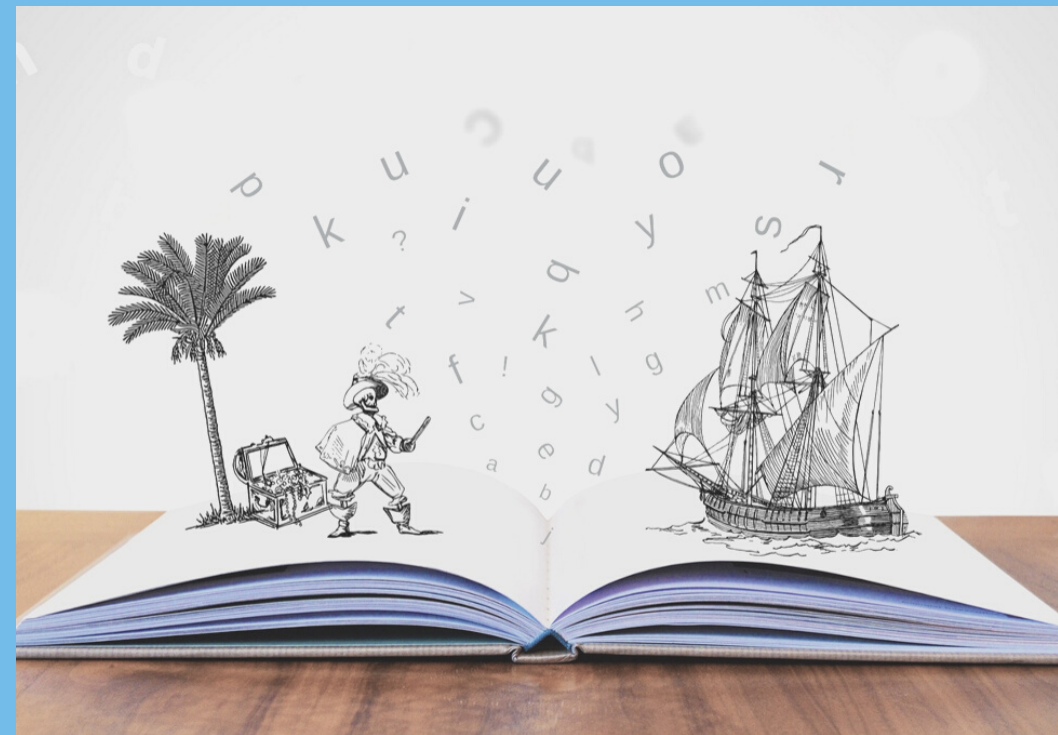
Doing this with your team.



# Authentically You Process



WHO AM I?



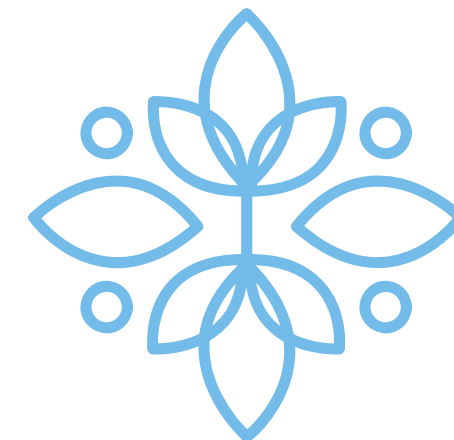
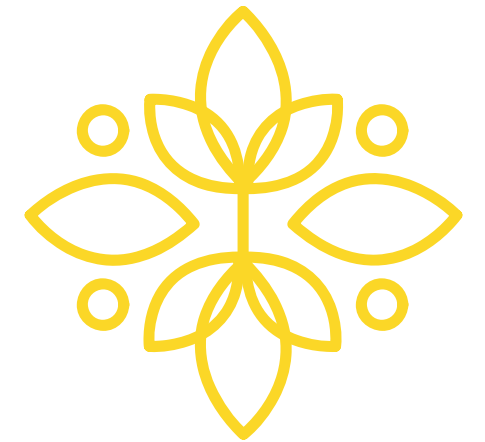
WHAT STORIES  
REVEAL MY VALUES?



WHAT ARE MY DAILY  
PRACTICES?

# Workplace Implementation

- Designate time, activities, and facilitated discussions with teams.
- Create incentives for self-development.
- Make it a part of your culture.





# Q&A

WHAT QUESTIONS DO YOU  
HAVE?



# What We Do



## **LEADERSHIP + CULTURE DEVELOPMENT SERIES**

Group learning and 1:1 coaching for leadership teams.

## **ONLINE WORKSHOPS**

Subscription access to our online community and self-guided workshops. \*Launching 2021

## **SPEAKING ENGAGEMENTS**

Presentations are communication tools that can be used as reports, and more.



# Connect with us.

Schedule a 30 minute call with me to learn about our consulting services for your team.

Sign up for our newsletter to receive pre sale code for our new workshops and annual subscription.

Connect on Instagram and LinkedIn.