



Challenge

Think about the actions you can take that prompt self-awareness and elevate the ideas and strengths of others. **Choose at least one action to consciously try this week.** Reflect on what you tried. What was the impact? What did you learn? What do you need to unlearn? What will you try next? Come to Studio 2 prepared to build on that experience.



Ask

WHAT CAN YOU ASK YOURSELF TO BECOME MORE POWER COGNIZANT?

1

How well do you understand the **sources of your power?** Your support systems? Networks? Work and home community? Identify two sources of power you have now and one way you might share your power.

2

Do you speak more than others in meetings? How often do you **yield the floor?** Ask a team member to provide you feedback on how you **share power with others in meetings.**

3

How often do you **praise others and show your gratitude?** Acknowledge and recognize others' contribution at work with an email, handwritten note, reward, or recognition. Send a 'Thank it Forward' card.



Act

WHAT ACTIONS CAN YOU TAKE TO EMPOWER OTHERS ?

1

Run meetings and calls with a rotating lead to **encourage everyone's voice to be heard.** Not in charge of the agenda? Request if of the team lead.

2

Invite voices that need to be heard to meetings to begin with. Then, **hold back your opinion until all voices are heard.** Encourage those who have not spoken up to do so.

3

Change your everyday language. Use **"we" instead of "I."** For the next week, note how often you use "I" while discussing ideas versus sharing the credit with those who have contributed.



Amplify

HOW CAN YOU AMPLIFY YOUR INFLUENCE TO ADVANCE EQUITY?

1

Chart your sphere of influence. Place your name in the center and identify the people, processes, and systems you influence. Identify one simple action you can take right now to leverage your influence.

2

Champion others' voices in meetings and groups—when someone proposes a good idea, repeat it and give them credit.

3

When receiving a growth or stretch opportunity, identify another person who may not have received the opportunity. **Advocate for a similar growth opportunity** for them as well.