

## Key Take-aways – Session 5 – Empowerment

### Tabitha Healey

Empowerment – our capacity to take control of circumstances, achieve goals and maximise quality of life

1. We are programmed in 3 ways, during childhood, from trauma or through repetition – what programs are you are running and do they require updating to be more compatible with who you are now?
2. When facing challenging conversations and situations, put it in perspective, cultivate strong self-awareness (how am I feeling, what am I thinking and why, what are my triggers) and build self-regulation in order to be fully present with the other person, be able to listen, understand, connect and create better outcomes. Conflict is 10% content and 90% energy. Compassion is supporting someone to be and achieve their best, for that they require feedback and guidance and for some, that may mean moving them on. I recommend Jeff Weiner's take on compassionate leadership.  
<https://www.youtube.com/watch?v=W8RmWPqBiBo>
3. Life is a series of balls that require juggling – you just need to recognise which are rubber and which are glass (hint: glass are your health and wellbeing and your relationships).
4. Kintsugi – the Japanese art of repairing broken pottery with golden glue. Embrace your imperfections, they make you stronger and more beautiful and they make you, you.
5. **Empowerment:** requires investment and maintenance. In order to light up others, you first need to plug yourself in.
  - Body – sleep more, move more, eat well and less.
  - Mind – Eleanor Roosevelt “No one can make you feel inferior without your consent” and Viktor Frankel “Between stimulus and response is a space and in that space we get to choose our response and in our response lies our growth and our freedom”. What is your self-talk, are you your greatest advocate or adversary?
  - Community – cultivate, cherish and prioritise, because no one can do it alone. Surround yourself with those that lift you up, not drag you down. Invest in a safe sounding board.
  - Skills – maintain a lifelong curiosity to learn, invest in your technical, soft and leadership skills.
  - Financial independence - expect transparency, advocate for equity, keep asking questions and do not rely on trust.

### Book recommendations

The Anxious Generation – Jonathon Haidt

Lost Connection / Stolen Focus – Johan Hari

An Ordinary Day – Leigh Sales  
The Fearless Organisation – Amy Edmondson  
The Wife Drought – Annabel Crabb  
Being Mortal – Atul Gawande  
Deep Work – Cal Newport  
The Telomere Effect – Elizabeth Blackburn  
The Resilience Project – Hugh Van Cuylenberg  
Man's Search for Meaning – Viktor Frankl  
The Way We're Working, Isn't Working – Tony Schwarz  
The Power of Less – Leo Babuata  
Mindset – Carol Dweck  
Dare to Lead – Brene Brown  
Braving the Wilderness – Brene Brown