

the beginning
AUTHENTICITY

DISCUSSION GUIDE

"There can be no
happiness if the things
we believe in are different
from the things we do."

-Freya Stark



joe gerstandt

using this guide

This Discussion Guide has been designed for use by individuals and/or groups to further explore the role of authenticity at work as introduced in the first video: authenticity.

Authenticity is rooted in awareness. The exercises and questions that follow will help you achieve greater individual and/or group awareness.

The first section — the Individual Reflection — is directed at the individual level. The second section — Group Discussion — is designed to facilitate conversation at the group level. There is no right or wrong way to use these materials. But watching the video, followed by individual reflection and then a group conversation, seems to work well.

Please share these resources with people and groups of people that you think would benefit from the message.

Be good to each other.

joe

contents

individual reflection

| | |
|------------------------------------|---|
| eulogy exercise | 3 |
| values exercise | 4 |
| questions for continued reflection | 5 |

group discussion

| | |
|----------------------|---|
| discussion questions | 6 |
|----------------------|---|

| | |
|---------------------|---|
| recommended reading | 7 |
| want more joe? | 7 |

individual reflection

Authenticity, being true to who you are, is rooted in self awareness. If you are going to be able to consistently be true to who you are, you have to have some real clarity about who you are.

eulogy exercise

Take 3 minutes and write your eulogy. When your time has come to an end what you would like to be said about you?

- Imagine that you're at a funeral. You look around, and all your friends are gathered.
- Suddenly, you realize that it's actually your funeral. It's the part of the ceremony when your loved ones make their eulogy to you.
- One by one, they get on stage and share what they admired most about you. Your best personality traits, the cool things you did in your life, the ways you made the world a better place.
- How do you want to be remembered?
- Then you need take a good look at the way you are living right now: does it fit with your vision of yourself?

the beginning
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DISCUSSION GUIDE



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individual reflection

values exercise

Do you know who you are and what matters to you?

| | | | | | |
|----------------|-------------|------------|--------------|------------|---------|
| peace | integrity | wealth | joy | acceptance | |
| happiness | love | success | recognition | friendship | |
| family | fame | truth | authenticity | wisdom | |
| accomplishment | power | status | influence | justice | |
| connection | integrity | respect | justice | empathy | |
| courage | cooperation | excellence | ethics | faith | |
| order | wisdom | grace | health | honesty | loyalty |

1. Circle the 10 that are most important to you.
2. You probably cannot realistically be fully committed to 10 values, so scratch out 4 of the ones that you have circled.
3. The more focused you are the better, scratch out 3 more! You should now have 3 core values remaining. What do you do to keep these values in front of you and to hold yourself accountable? As you look at these core values can you think of examples from your recent behavior when you have acted accordingly? Can you think of times when you fell short?

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individual reflection

additional questions for consideration

What are five things that you want to do before you die?

What would you do if you were not afraid of failing?

Are there opportunities for you to pursue greater authenticity?

What is one thing that you can do to invite greater authenticity in others?

What kind of support do you need from your peers to bring more of yourself into the workplace?

“Conformity
makes us
radically
incomplete.
Easier to manage,
but incomplete
and unhealthy.”

-John Taylor Gatto

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DISCUSSION GUIDE



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group discussion

The questions in this section are designed for use in a group and are intended to facilitate discussion. Share with your colleagues or with others in your organization or community.

It seems that we have done ourselves a great disservice with this word authenticity. We have turned it into a buzzword, and now we throw the word around like it is a simple and safe and common thing.

But is it?

discussion questions

- On a scale from 1-Low to 10-High, how common is authenticity in your place of work?
- Do you feel that you and your peers are willing and able to make your unique contributions?
- How willing and able are you to stand apart from the crowd on occasion, to rock the boat?
- When is the last time that you put yourself out there? Took a risk? Were vulnerable?
- How did that feel?
- How did your peers respond?
- How did your subordinates respond?
- How did your superiors respond?
- How is authenticity rewarded in your work place?
- How is risk-taking rewarded in your work place? What makes authenticity hard?

Organizations are conformist by nature, a certain amount of conformity exists in joining an organization or any other social group.

- On a scale of 1-Low to 10-High, how conformist is your organization?
- On a scale of 1-Low to 10-High, how conformist is your work group?
- Are you ever a part of teams or discussions that suffer from **groupthink**?

**"Your playing
small does not
serve the world."**

-Marianne Williamson

groupthink:

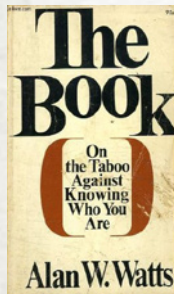
mode of thinking that happens when the desire for harmony in a decision-making group overrides a realistic appraisal of alternatives. Group members try to minimize conflict and reach a consensus decision without critical evaluation of alternative ideas or viewpoints.

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DISCUSSION GUIDE



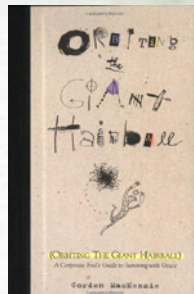
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recommended reading



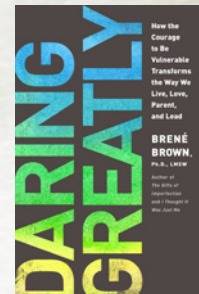
THE BOOK: ON THE
TABOO AGAINST
KNOWING WHO YOU ARE

Alan Watts



ORBITING THE GIANT
HAIRBALL: A CORPORATE
FOOL'S GUIDE TO
SURVIVING WITH GRACE

Gordon MacKenzie



DARING GREATLY

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