

Demographic Focus Group Meeting

Demographic Group:
Age/Generation

Focus Group:
35-44-year-olds

Host:

Amber Boehnlein, CST



Disclaimer

- My approach to this group is uniquely my own
- Most likely the only people in the meeting today have been hanging in from the start
 - Thank you! I appreciate that you have stayed with this journey
- The focus is on you as an individual with a voice and agency. We all have the power to do great good in the world.
- Your attention and engagement and some self-reflection is required
 - Expect 'dead air'
- There is no need to share personal information or make yourself vulnerable in any way.
- There will be no homework this time as it is the last class



Ground Rules

1. Be present in the moment, put away any distractions.
2. Let the host take the lead as we follow the Agenda.
3. Actively listen when others are speaking.
4. Wait to be prompted to speak.
5. Offer feedback when prompted.
6. Respect the opinions shared by others.
7. Keep confidentiality of others' information shared at the meeting.
8. Suggest options or solutions to improve situations shared (as appropriate).
9. Please mute microphones when not speaking, and raise your hand if you want to speak
10. Do not share information you are uncomfortable sharing. If there is something sensitive or of a private nature
you would like to convey, contact your AD/DH, HR after the meeting or via email.



Ice Breaker

- What was your favorite subject at school?
 - Put your answer in the chat



Agenda

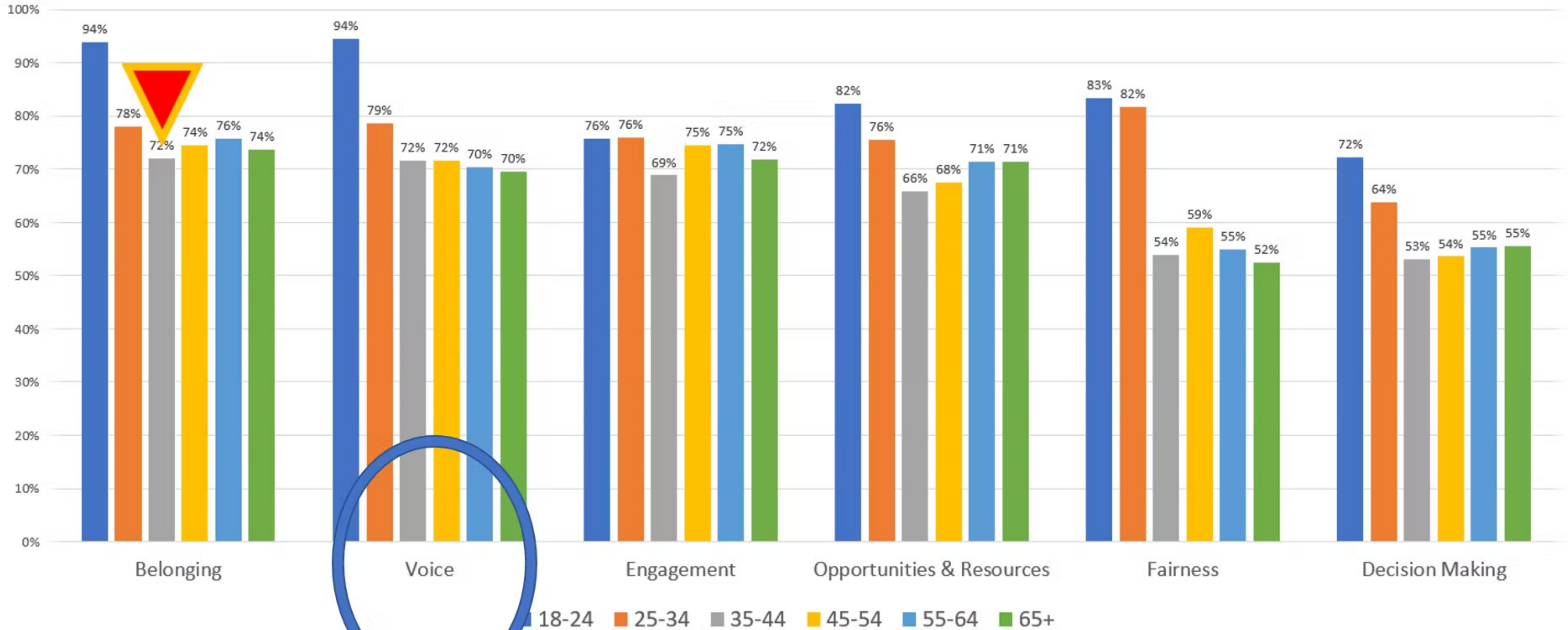
- Ice breaker and Introductions (completed)
- Explanation
- Journaling activities
- Feedback and Meeting Close out



Please select your age group.



WHY ARE WE HERE? EMPLOYEES AGE 35-44-YEARS-OLD, TRACKED LOWER THAN THEIR COLLEAGUES



This approach

- Use the four meetings as a progression
- (mostly) use bullet journaling as a way of capturing your ideas
 - This is intended as a gift—an hour to focus on yourself
- YOU are the future
 - Including of this lab
- First Meeting: Focus on our personal goals and agency
- Second meeting: focus on voice
- Third meeting: Dealing with difficult people
- *This meeting: Having a broad impact*



"A life is not important except in the impact it has on other lives."

-Jackie Robinson



Having a Broader Impact

- Most of us want to be influential
- Being influential begins with knowing what we want to accomplish
 - Our first meeting in Feb 2021 centered around articulating personal career goals.
- Being influential involves communicating shared goals
 - Our second meeting in Oct 2021 centered around communicating with empathy
- Being influential involves alignment toward shared goals
 - Our third meeting in Feb 2022 centered around a framework to understand the intentions of our colleagues



Feb 2021 Homework—Bullet Journal 1

- Examine your ‘Wants’
- For each ‘want’, consider where it came from—Internal? External? Societal?
- Do you own the want or does the ‘want’ own you?
- Are there some ‘wants’ you can give yourself permission to let go?

This exercise is intended to help us think about our goals and intentions



Is there an area at work where your goal is to be influential?



Oct 2021 Bullet Journal

- There can never be enough empathy in the world
 - No one is all good or all bad. We all have bad days...
- Pick someone you work with (like your boss)
- Write down 3-5 ways in which you can give that person the benefit of the doubt.
- Write down at least two things that you appreciate about them.
 - And find a natural way to tell them

This exercise is intended to help us think about other people's intentions

What is easy about giving the benefit of the doubt?



What is hard about giving the benefit of the doubt?

Feb 2022 Bullet Journal 3

- Write your positive intentions
 - Relative to your goals
 - Relative to other people
 - Someone you get on with
 - Someone you feel neutral towards
 - Someone you don't see eye to eye with.
- Write about blending: how do you find points of agreement and reinforce them?

This exercise is intended to help us be persuasive



What did you learn about yourself?



Bullet Journal Four

- Let's pull it all together
- Write out one example of where you would like to have a positive impact.
 - Write out the goal you have in mind as clearly as you can
 - Write out how you like to communicate that idea
 - Anticipate the reaction of your co-workers
 - What strategies can you use?



In what ways will you apply these techniques?



Thank you so much!

- This is our last session together
- It has been my honor to lead it
- I sincerely hope that it brought value to you



Last Words from you



Thank You!

