



## The CMC Community Room

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A Place to Stay Connected During the Outbreak

**TODAY**

**Four Ways to Invest in Yourself while You Shelter in Place**

## Speaker Biography

Laura Grisolano is an expert on collaborative dispute resolution and organizational dynamics. She brings her extensive experience as an attorney-mediator and conflict management consultant to help parties identify shared goals, resolve disputes, strengthen professional competencies, and move forward.

Since its launch in 2012, Laura's firm Bridge Mediation & Leadership Solutions has served hundreds of clients ranging from law firms and global technology companies to family businesses, start-ups, physicians practices, and institutions of higher education. Laura partners with her clients to deliver solution-driven programs that leverage recent advances in cognitive neuroscience, behavioral economics, personality analytics, and other interdisciplinary best practices.

Laura holds a B.A. in American Studies from Claremont McKenna College and a J.D. from The Law School at the University of Chicago. After law school, she clerked for Judge James B. Moran (NDIL) before joining the Los Angeles office of Sidley Austin LLP as a litigator. A champion of higher education and lifelong learning, Laura serves as trustee of Claremont McKenna College.

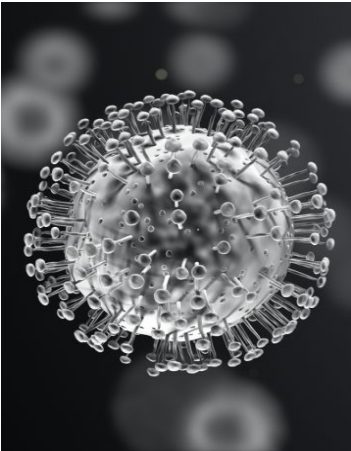


Laura M. Grisolano, Esq. , CMC '86  
President and CEO  
Bridge Mediation & Leadership Solutions

- Mediation
- Conflict Management Consulting
- Leadership Development
- Team Workshops
- Executive Coaching
- Organizational Health

# Strange Days, Indeed.

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## Observations:

- 1) TIME feels super fast and really slow.
- 2) I have hours of fogginess and periods of intense clarity.
- 3) I feel so lucky, blessed, grateful, and can be extra grumpy about small inconveniences.
- 4) There are silver linings in this disruption. And it is ok to feel good about them, enjoy them, take advantage of them.

This workshop is just one pocket in that silky-soft silver lining.

*Now more than ever, we must abandon the performative and embrace the authentic. Our essential mental shifts require humility and patience. Focus on real internal change. These human transformations will be honest, raw, ugly, hopeful, frustrated, beautiful, and divine.*

Dr. Aisha Ahmad  
University of Toronto

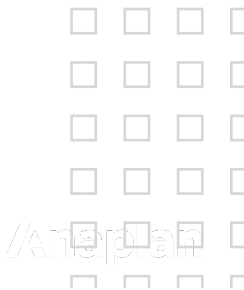




# Strategies to Invest in Yourself

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- I. Conduct an Inventory (or three)
- II. Make a Gift List
- III. Try Something Hard – (no one is watching) – But Let it Be Easy
- IV. Decide How YOU Can Be of Service Right Now



# Strategies to Invest in Yourself

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## I. Conduct an Inventory (or three)

You will feel less anxious when you intentionally shift to higher order thinking activities:

- » CURIOSITY
- » PROBLEM SOLVING
- » CREATION
- » PLANNING
- » INVESTIGATION
- » LEARNING

This is a great time for personal and professional development.

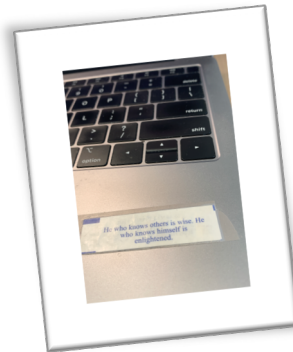


# Strategies to Invest in Yourself

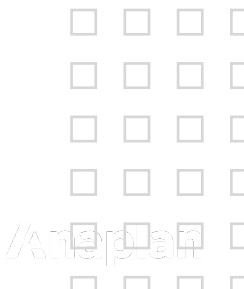
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## I. Conduct an Inventory (or three)

- Spheres of Life
- Your Values and How Actively You are Living Them
- Your Professional & Professional Skills and Traits



*He who knows others is wise. He who knows himself is enlightened.*



# Spheres of Life

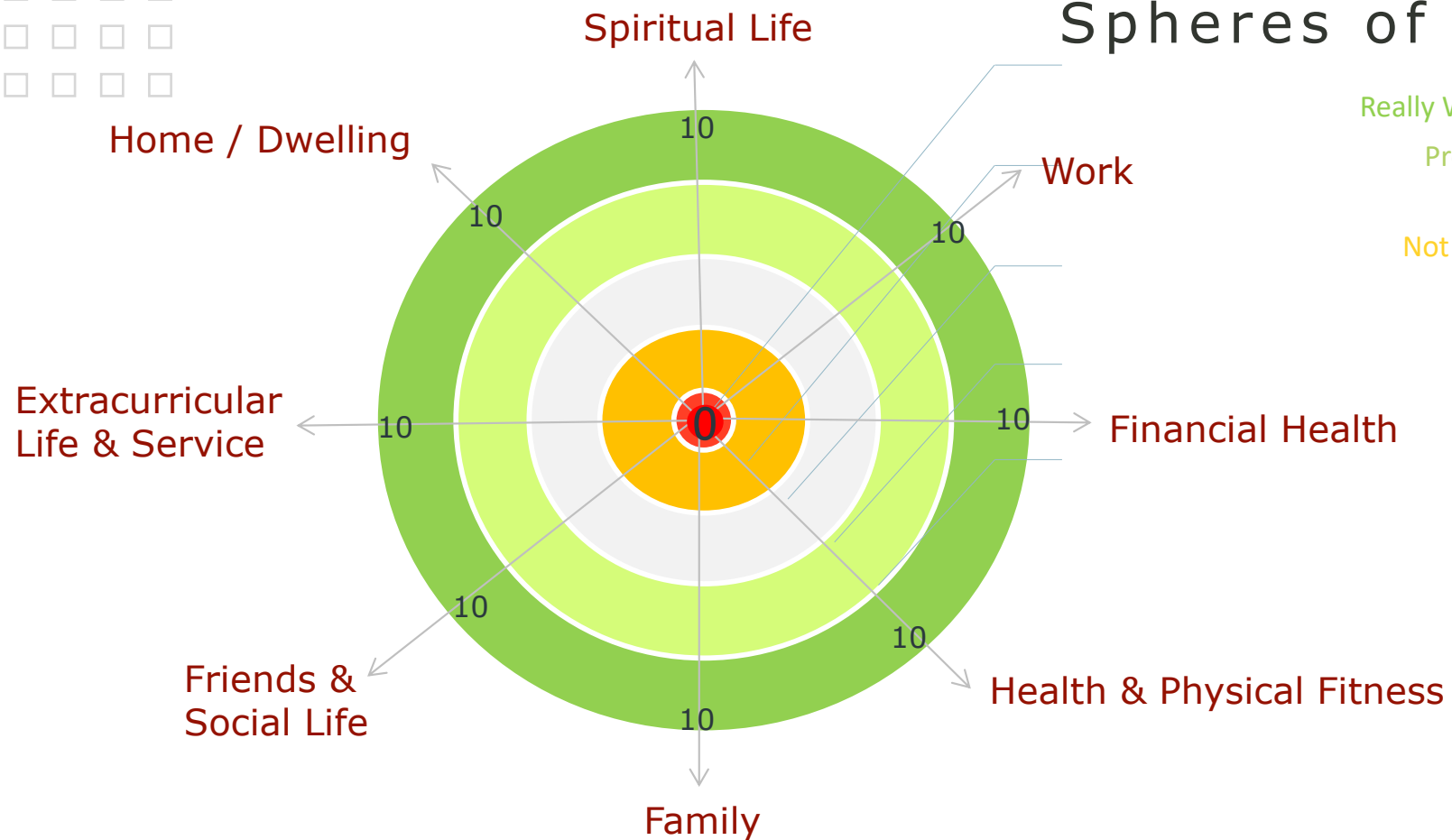
Really Wonderful

Pretty Good

OK

Not Satisfying

Not OK





## What are your Core Values?

1) \_\_\_\_\_

2) \_\_\_\_\_

3) \_\_\_\_\_

4) \_\_\_\_\_

5) \_\_\_\_\_





# Core Values Inventory

Art  
Authenticity  
Achievement  
Adventure  
Authority  
Autonomy  
Balance  
Beauty  
Boldness  
Compassion  
Challenge  
Citizenship  
Community  
Competency  
Connection  
Contribution  
Creativity  
Curiosity  
Determination

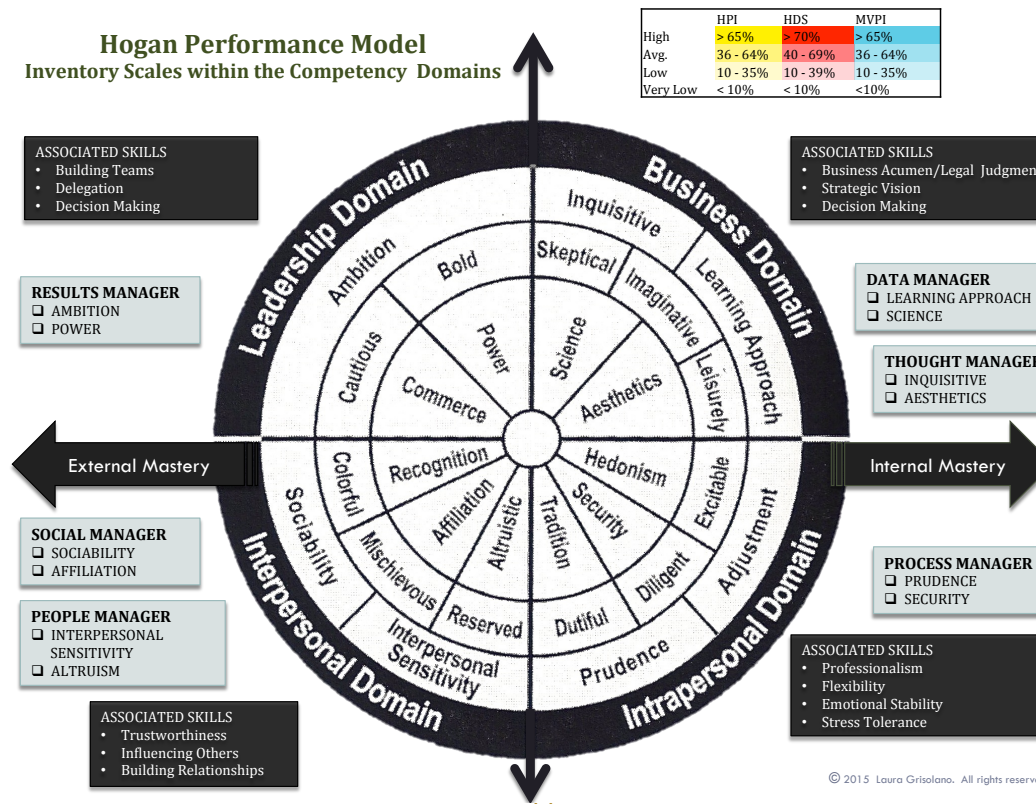
Education  
Excellence  
Fairness  
Faith  
Fame  
Family  
Friendships  
Fun  
Growth  
Happiness  
Health  
Honesty  
Humor  
Impact  
Influence  
Inner Harmony  
Intimacy  
Joy  
Justice

Kindness  
Knowledge  
Leadership  
Learning  
Love  
Loyalty  
Meaningful Work  
Openness  
Optimism  
Peace  
Peacefulness  
Pleasure  
Poise  
Popularity  
Purpose  
Recognition  
Religion  
Reputation  
Respect

Responsibility  
Security  
Self-Respect  
Service  
Sociability  
Spirituality  
Stability  
Success  
Status  
Trustworthiness  
Wealth  
Wisdom

Note: many of the personal values included above came from a list developed by James Clear.

# Professional Traits and Competencies





# Strategies to Invest in Yourself

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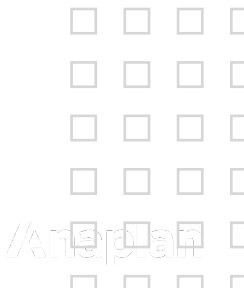
I. Conduct an Inventory (or three)

II. Make a Gift List

- 1)
- 2)
- 3)

Characteristics of a Gift Goal

- A gift to yourself
- Joy in the journey
- Not based on a "should"
- No difficult prerequisites
- Time frame - 3 month increments

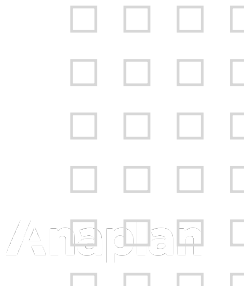




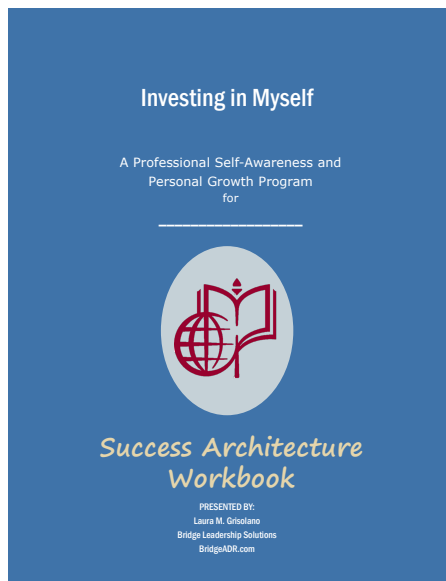
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# Build Your Success Architecture



Spring 2020

## My Success Architecture

**FOUNDATION**

1. Where I'm starting... including key findings about my Core Values, insights from my Life Spheres check-up, notes from my personal inventories, callings I'm listening to, and new opportunities to be of service.
2. What I've discovered on my self-awareness journey is...
3. My gift goals for myself are
4. At the top of the next peak, I want to feel....

© Laura Grisolan April 2020, leveraging the great work of Tara Sophia Mohr ("Playing Big"), Jonathan Fields, Teri Ayle, Dan Aronoff, and Cass Sunstein.


Spring 2020

My Success Architecture -- Page 2

5. To get there, my top priorities for personal development over the next three months are...
  - I.
  - II.
  - III.
6. Sources of Accountability: It would be *helpful* (and *not guilt-inducing*) if I had a little accountability help from.....
7. Choice Architecture Adjustments to Environment: Some specific Nudges and adjustments to my daily routines, physical space, habits, etc. that will support my work toward these goals are...
  - 
  - 
  -
8. Available Resources: The resources available to me as I embark on this journey are... (connections, people, communities/groups, information, time, talents, skills, etc.)
  - ☐ My Inner Mentor
  - ☐
  - ☐
  - ☐
  - ☐

Spring 2020

My Success Architecture -- Page 3

9. My champions - and the kind of support I want from them - are...
  - \_\_\_\_\_:
  - \_\_\_\_\_:
  - \_\_\_\_\_:
  - \_\_\_\_\_:
10. The *much-bigger-than-me* force that is my partner in pursuing my goals is...
11. Celebrations: I'll celebrate my efforts along the way by ...
12. Sources of Re-inspiration: I'll get re-inspired and reconnect to motivation when it wanes by...
13. Getting some Perspective: My regular practice to remember the big picture will be...
14. STRUCTURE\*\*: My support structure is like 
15. The KEY PILLARS FOR SUCCESS supporting me are
16. My Timeline:

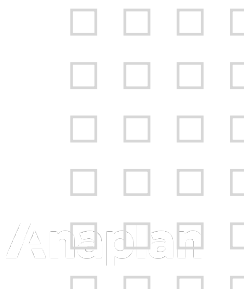
\*\* Choose a famous building or structure that can represent your support structure - e.g. the Eiffel Tower, the Colosseum, the Taj Mahal, the Old Library of Trinity College, Carnegie Hall, etc. Add an image in the box.



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Artwork by Shelley Kommers

### The Rhythm

In any creative feat  
(by which I mean your work, your art, your life)  
there will be downtimes.

Or so it seems.  
Just as the earth is busy before the harvest  
and a baby grows before its birth,  
there is no silence in you.  
There is no time of nothingness.

What if,  
during the quiet times, when the idea flow is hushed and hard to find  
you trusted (and yes I mean trusted)  
that the well was filling, the waters moving?

What if you trusted  
that for the rest of eternity,  
without prodding, without self-discipline,  
without getting over being yourself,  
you would be gifted every ounce of productivity you need?  
What would leave you? What would open?

And what if during the quiet times you ate great meals  
and leaned back to smile at the stars,  
and saw them there, as they always are,  
nourishing you?

There are seasons and harvest is only a fraction of one of them.  
We forget this.

There is the rhythm that made everything.  
The next time you stand in the kitchen, leaning,  
the next time a moment of silence catches you there,  
hear it, that rhythm, and let it place a stone in your spine.  
Let it bring you some place beautiful.

– Tara Mohr



For more information

How can I help? You can reach me at

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*Stay safe! Stay Connected.*



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