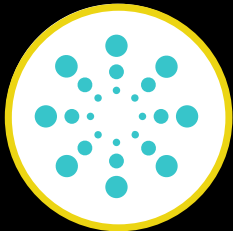


Workbook Belongs to: _____

ALIVE:



How to Ignite Wellness, Productivity,
and Inclusivity at Work and Life

SHRM 24

JOEY AVILÉS

TRANSFORMATIONAL SPEAKER.
LEAD RESEARCHER. EXECUTIVE COACH

ABOUT JOEY AVILÉS

WWW.JOEYAVILES.COM/ABOUT



Miguel Joey Aviles is a TEDx speaker, and has been featured at the Washington Post, the Chicago Tribune, Telemundo, the Change Management Conference, the Human Capital Institute, the SHRM Talent Management and D&I Conferences, Fortune 500 companies, and other global organizations.

Miguel Joey Avilés was named by LinkedIn as one of the 2022 Top Voices in Racial Equity. He served as the first civilian Chief of DEI in the history of the US Coast Guard. Recognized as a 2021 Top 15 Champion of Diversity by Diversity Global Magazine, as a Top 100 Executive Leader by Diversity MBA Magazine, and featured as an Inclusion Innovator by the Society of Human Resources Management (SHRM). He is a D&I Thought Leader with 15 years of experience at the Department of Defense (DOD), the Department of Interior (DOI), and the Department of Homeland Security (DHS).



A

A _____
A _____



?

L _____
B _____



?

L _____
W _____
& W _____



?

V _____
C _____



?

E _____ E _____
O _____



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ONE WORD STORIES

LIST THE 5 MOMENTS THAT DEFINED WHO YOU ARE TODAY?

1

2

3

4

5

COME UP WITH ONE WORD THAT DESCRIBES THOSE 5 MOMENTS

Speech bubble for writing the word.

BE PREPARED TO SHARE YOUR WORD AND A SUMMARY OF ONE OF YOUR TOP DEFINING MOMENTS IN 60 SECONDS



#DEMONSTRATES SELF-AWARENESS

#AUTHENTICSTORYTELLING

THE



SOMETHING[®] FRAMEWORK

Embracing Productive Conflict to Increase Collaboration

Internal Work

External Work

DISSECT

OPEN-UP

Key Questions

Conversation Starters

O1: Offer Your Perspective:

What key points or concerns do you want to communicate to the other party?

"I have noticed..."

"From my perspective, it seems that..."

O2: Obtain Their Perspective:

What do they perceive as the root causes or triggers?

"I'd like to hear your thoughts on this..."

"What's your perspective on the situation?"

O3: Overcome Resistance:

How did these behaviors impact each person involved?

"Let's discuss the impact this challenge is having on..."

O4: Outline the Way Forward:

How can we collaborate to overcome this challenge?

"Let's work together to find a solution..."

"What lessons can we take from this experience?"

OPEN-UP

FROM CONFLICT TO CONNECTION



Recall a recent conflict situation that left you feeling uneasy or unresolved. This could be a disagreement you've been avoiding or a past conflict that didn't go as planned.

Take a moment to reflect on the details of this conflict.



10

PRIORITIZE

1

Well-being: The Non-Negotiable First Step

How consistently do you prioritize your well-being in your daily routine?



10

**inhale
exhale**

1

Breathing:

How effective is your breathing technique in managing your stress and improving focus?



10

**STAY
ACTIVE!**

1

Stay Active:

How would you rate the integration of physical exercise into your daily routine?



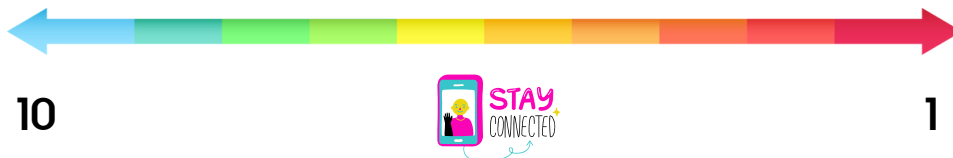
10

**EAT
well
FEEL
good**

1

Eat Well, Feel Good

How well do you follow a "healthy," balanced diet that suits your lifestyle?



10

**STAY
CONNECTED**

1

Stay Connected: The Relationship ROI

How satisfied are you with the time you allocate to nurturing personal and professional relationships?



10

**i honor my
boundaries**

1

Honor Boundaries: The Power of 'No'

How effectively are you setting and maintaining time and energy boundaries?



10

grateful

1

Embrace Gratefulness:

How effective are you practicing gratitude?

As a result of what I learned, I am going to ...

- Next Week:

- Within One Month:

- Within Three Months:

I know I am succeeding with my learnings when....

My Key AHA Moments are:

- ① _____

- ② _____

- ③ _____

90-Day Follow Up: After nine days, assess your progress.

- ① How well did you accomplish your objectives?

- ② What in your work environment supported you in achieving your goals?

- ③ What in your work environment blocked you in achieving your goals?

- ④ What ongoing goal(s) will you now strive to achieve?

#PLANS AND ALIGNS

NOTES:



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NOTES:



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NOTES:



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A Roadmap to Achieving Human Connection While Fostering Belonging

A

Accelerate
Awareness



- A Lack of self-awareness is poison. Reflection and review are the antidotes.
- What actions are you taking to enhance it?
- Where do you stand emotionally, mentally, and physically?

L

Leverage
Belonging



- The essence of belonging lies not in conformity, but in the audacious and unapologetic revelation of your true, authentic self.
- Share a pivotal moment in your career that helped you arrive where you are today.

I

Integrate
Well-being
& Workload



- Prioritize Well-being
- Breath (Inhale/Exhale)
- Stay Active
- Eat Well
- Stay Connected
- Honor Boundaries
- Gratefulness

V

Value
Conflict



- Don't avoid hard questions or hard truths
- Dissect: Direct Your Energy, Dispel Assumptions, Deep Dive:
- Open-up: Offer Your Perspective, Obtain Their Perspective, Overcome Resistance, Outline the Way Forward.

E

Elevate Each
Other



- The last pillar is a challenge to answer the call to elevate and empower others.
- Who can you elevate and empower this week?

joey avilés

