



# GAME ON!

## How to Survive Any Crisis Through the Power of Engagement

by

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Puerto Rico  
Minority Supplier  
Development Council

*BUSINESS OPPORTUNITY EXCHANGE 2023*  
*MARCH 15th | ROYAL SONESTA, SJ*





# Game On Mindset

The image features three lit candles against a black background. On the left is a tall, green candle with a wick that has a small flame. In the center is a shorter, red candle with a larger, bright flame. On the right is a very short, orange candle with a small flame. Wisps of yellow and white smoke rise from the flames, creating a sense of movement and atmosphere. The word "DISENGAGEMENT" is written in a white, bold, sans-serif font in the upper right quadrant of the image.

DISENGAGEMENT



**PRIVATE SECTOR**

Wawa, BOEING, Ferrara, Kelly, elida BEAUTY, Dell Technologies, University of Phoenix, MANAGEMENT CONCEPTS, zoom, brivo, HIGHMARK HEALTH, HR forum, HCI, Human Capital Institute, MARVELL, Deloitte, indeed, Course Hero

**AutoNation**, ACE HOTEL, whatnot, iQ, quorum software, Hone WebFX, Ryan, LinkedIn, BALSAM BRANDS, Arch, JPL, Larson Texts, Jet Propulsion Laboratory California Institute of Technology, WWDA WISCONSIN WORKFORCE DEVELOPMENT ASSOCIATION

**NON-PROFIT SECTOR**

TEDx, IPMI International Performance Management Institute., NATIONAL Minority Supplier Development Council, SRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT, atd Association for Talent Development, HACU, MEN of COLOR LEADERSHIP CONFERENCE, LULAC, FEDERAL EMPLOYED WOMEN, IPMA-HR INTERNATIONAL PUBLIC MANAGEMENT ASSOCIATION for HUMAN RESOURCES, PARTNERSHIP FOR PUBLIC SERVICE, CAEL Linking Learning and Work, HUDSON COUNTY COMMUNITY COLLEGE, LIGO Caltech, DIVERSITY LEADERSHIP ALLIANCE

**GOVERNMENT**

NASA, FDIC, United States Census Bureau, DEPARTMENT OF JUSTICE, DEPARTMENT OF COMMERCE, DEPARTMENT OF ENERGY, PEACE CORPS, USDA, NATIONAL CREDIT UNION ADMINISTRATION, NATIONAL BIRNBAUM SERVICE, FEDERAL AVIATION ADMINISTRATION, FEDERAL RESERVE SYSTEM, DISTRICT OF COLUMBIA PUBLIC SCHOOLS, NEX, U.S. DEPARTMENT OF HOUSING AND URBAN DEVELOPMENT, FDA

**MEDIA**

TELEMUNDO, diversityMBA MAGAZINE, FEDERAL NEWS RADIO.com, RAWSTORY, FBI, FEDmanager.com, Tampa Bay Times WINNER OF 12 PULITZER PRIZES, The Washington Post, Chicago Tribune, Government Executive Media Group, DiversityGlobal Magazine

A



L



I



V



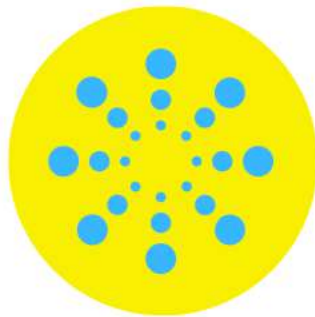
E



Accelerate  
Self-Awareness



Leverage  
Belonging



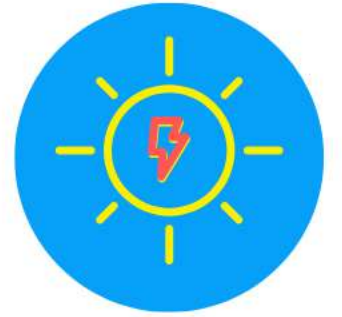
Instill  
Gratefulness



Value  
Vulnerability



Elevate and  
Empower

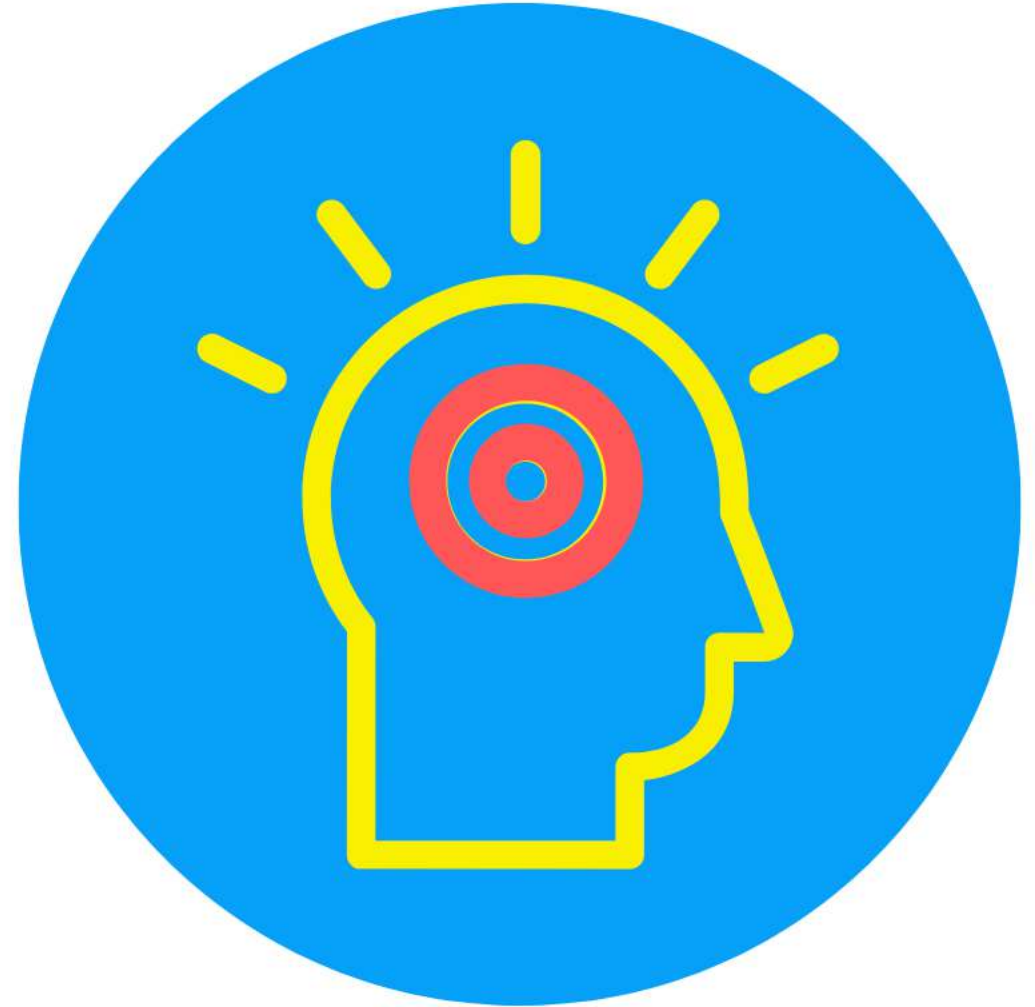


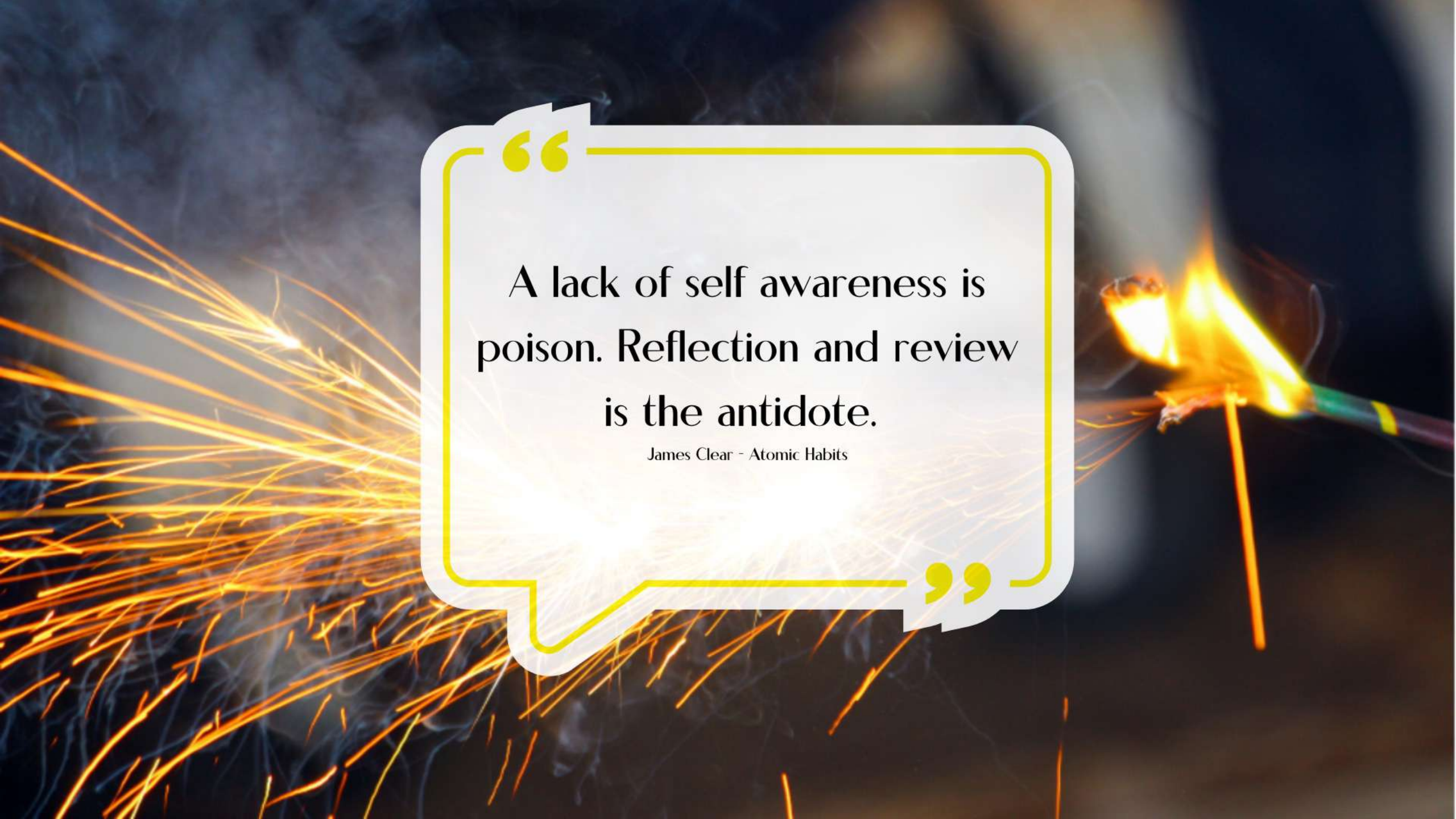
# A

Stands for

|

**Accelerate  
Self-Awareness**



The background of the image is a dark, textured surface. On the left side, there is a large, bright burst of orange and yellow sparks, resembling a welding or grinding process. On the right side, there is a lit torch with a bright yellow and orange flame. The quote is centered in a white, rounded rectangular box with a yellow border and yellow quotation marks at the top and bottom.

A lack of self awareness is  
poison. Reflection and review  
is the antidote.

James Clear - Atomic Habits

Have  
you  
ever?





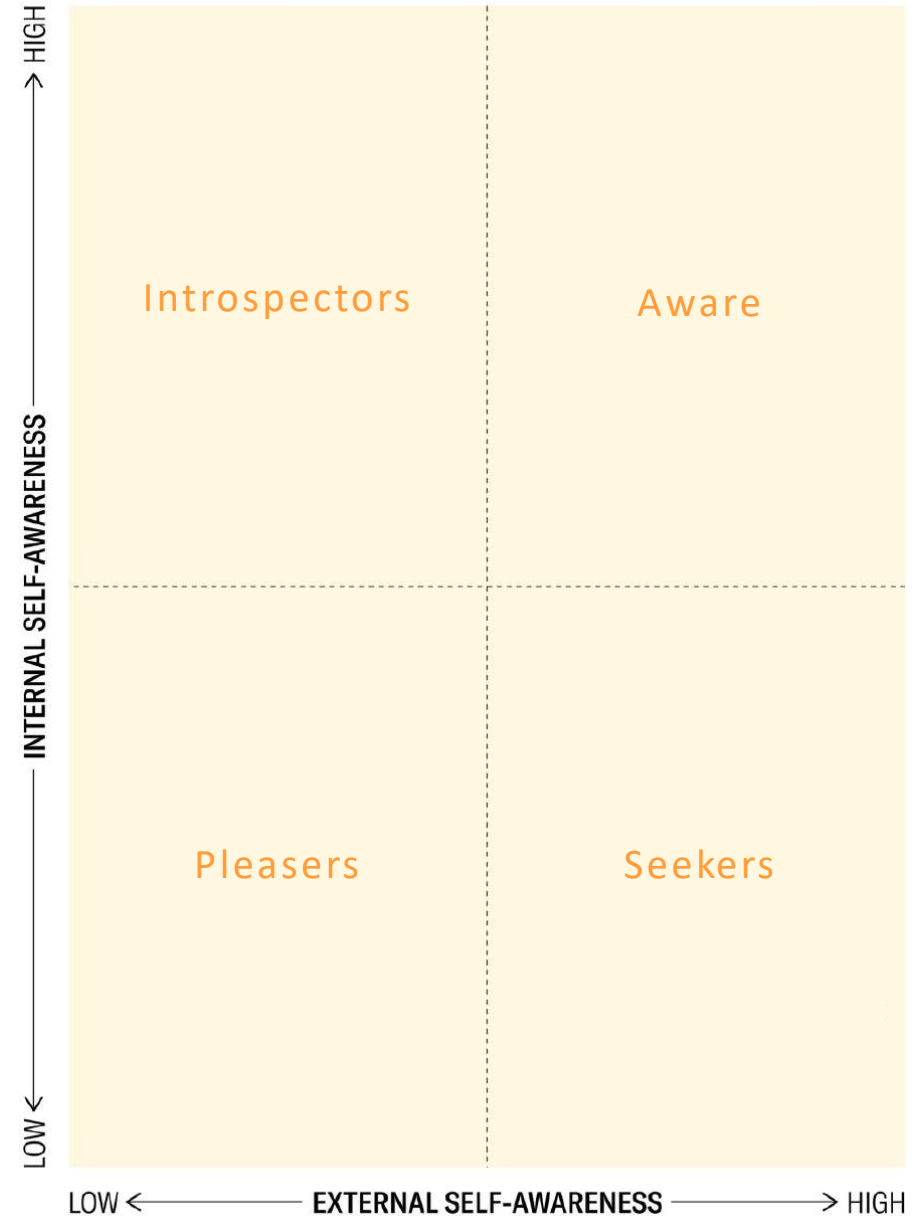
**Lack** of  
self-awareness  
can cut your  
team's chances  
of success  
**in half**



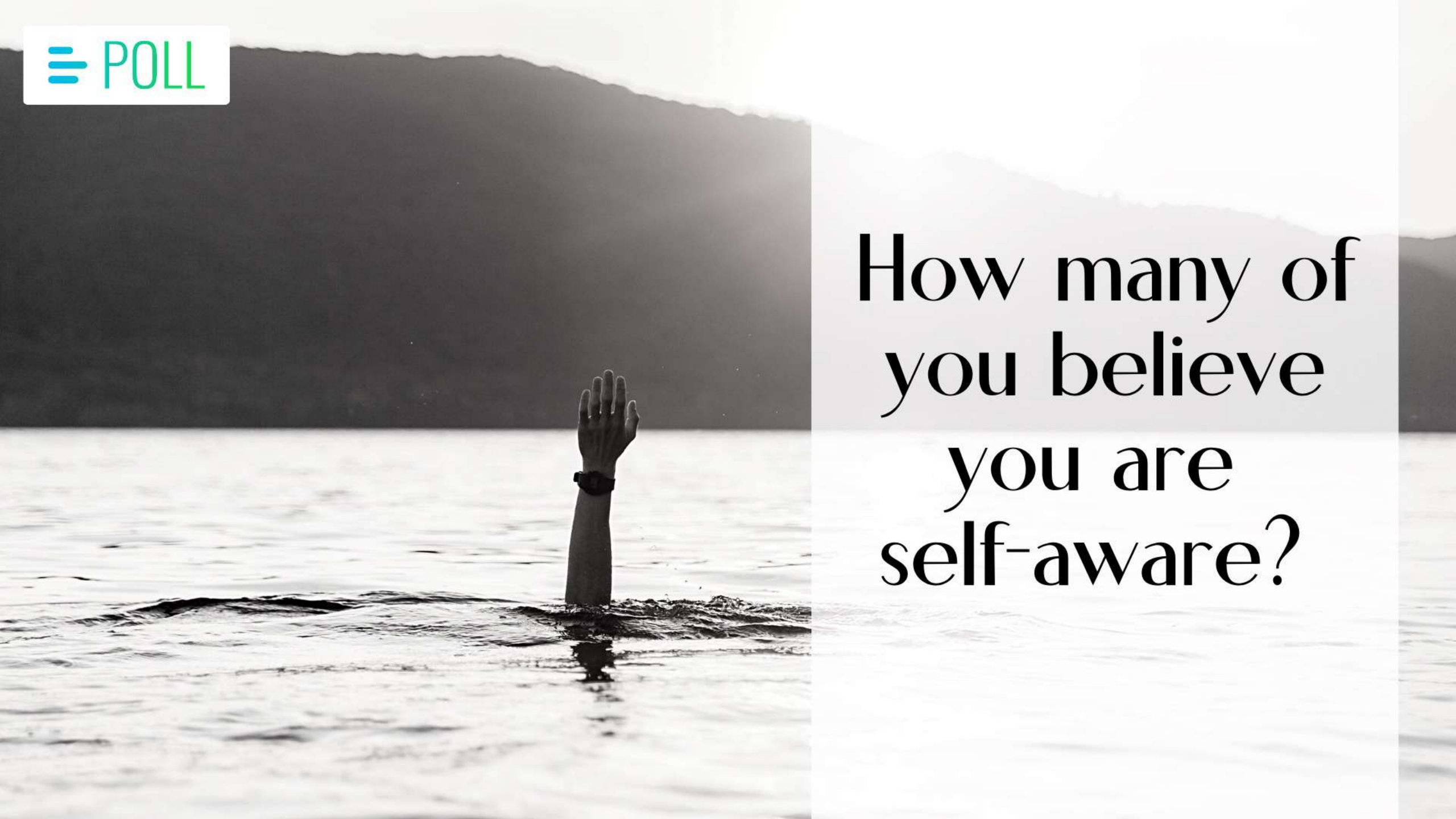
# What Self-Awareness Really Is (and How to Cultivate It)

by Tasha Eurich,  
Phd

## The Four Self-Awareness Archetypes



 POLL

A black and white photograph of a person's hand reaching out of the water. The hand is positioned in the center-left of the frame, with fingers slightly spread. The water is calm with some ripples around the hand. In the background, there are dark, silhouetted mountains under a bright, hazy sky, suggesting a sunset or sunrise. The overall mood is contemplative and serene.

How many of  
you believe  
you are  
self-aware?



*Self-Awareness*

---

**IS A GIFT**



# Questions Everyone Should Ask Themselves

Gary W. Lewandowski Jr. Ph.D.  
The Psychology of Relationships



## How Self-aware are you? Take the Quiz to Find Out!

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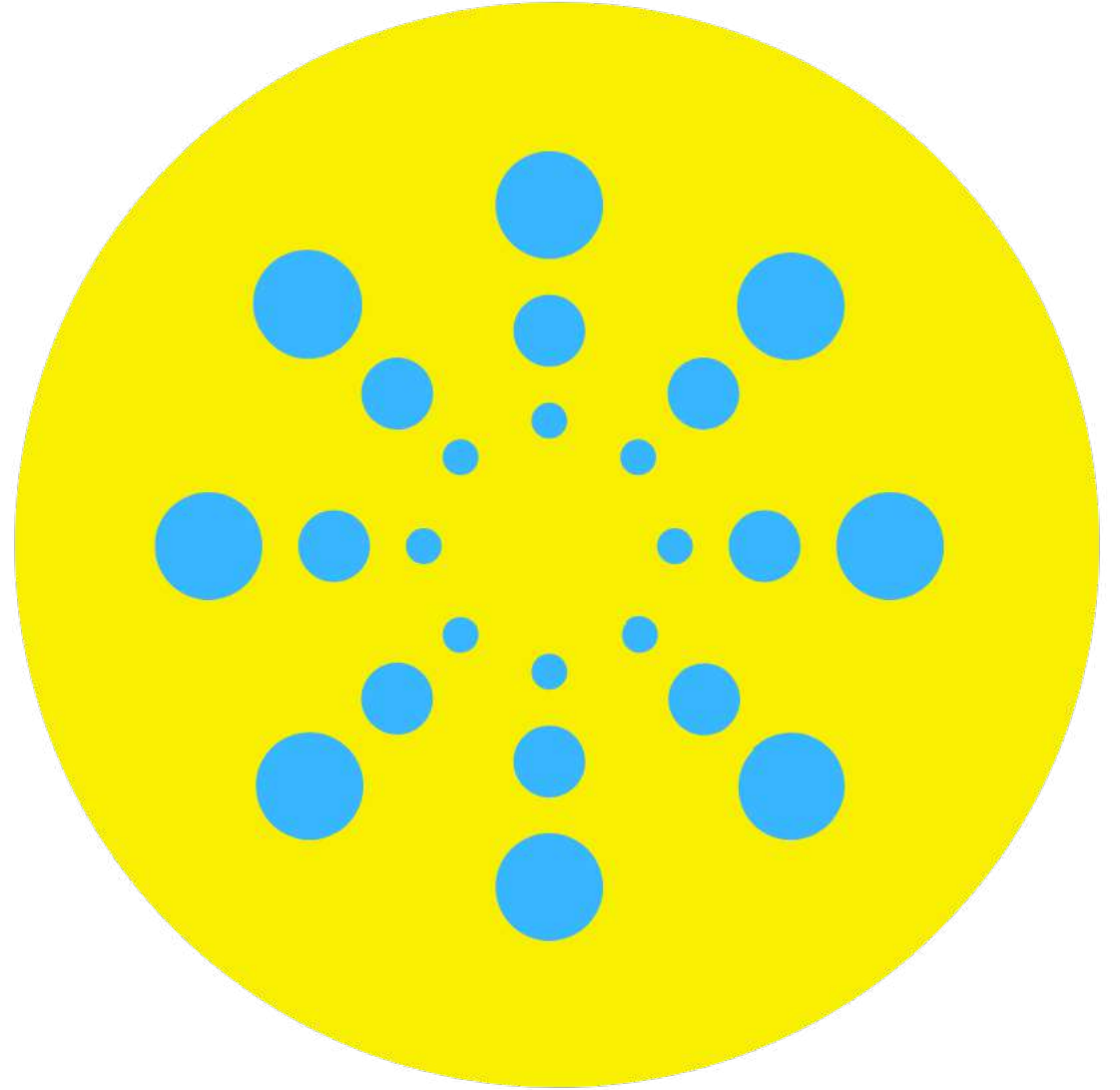


L

Stands for

|

Leverage  
Belonging



More than  
40% of surveyed  
emergency  
dispatchers  
reported high  
levels of burnout






500 dispatchers  
across nine U.S.  
cities received a  
weekly email for  
six weeks





# The Liberating Power of Sharing Stories

A photograph showing three people from behind, walking through a vast field of tall, golden-brown grass. The scene is set during sunset or sunrise, with a bright, hazy sky and distant mountains on the horizon. The people are silhouetted against the light. The text is overlaid on a semi-transparent white banner across the middle of the image.

How can you intentionally  
create spaces for **storytelling**?




Stands for



**Instill**  
**Gratefulness**



The image features a dark, almost black background. A path of light spots, primarily yellow and orange, leads from the bottom right towards the top center. One spot in the upper center is significantly brighter and larger than the others. A dense shower of small, golden, leaf-like or petal-like particles falls from the top left towards the bottom right, following the general direction of the path of light spots. The overall effect is one of hope and guidance through a dark, challenging period.

In Your  
Darkest  
Days



**12%**

Of the nearly 1 million soldiers in their sample, only 12% received an award of any type during the five years they ran the study.

**4x**

They saw four times as many awards earned by happiest soldiers compared with those who were unhappiest

MIT SLOAN MANAGEMENT REVIEW

# TOP PERFORMERS HAVE A SUPER POWER

Study followed almost 1 million  
U.S. Army soldiers for nearly five years



**HAPPINESS**





## Gratitude Visit

Prepare and present a 300-word testimony of gratitude to someone who changed your life for the better.



## Three Good Things

Write down 3 things that went well each day and what caused those things to go well for one week.



## Using Signature Strengths in a New Way

Complete online assessment and then use one of their top strengths in a new way each day for a week.



Joey's - Tools to Make it Happen



# Using Signature Strengths in a New Way

HIGH **5** TEST

**VA** INSTITUTE ON  
CHARACTER

STRENGTHS · PROFILE



# V

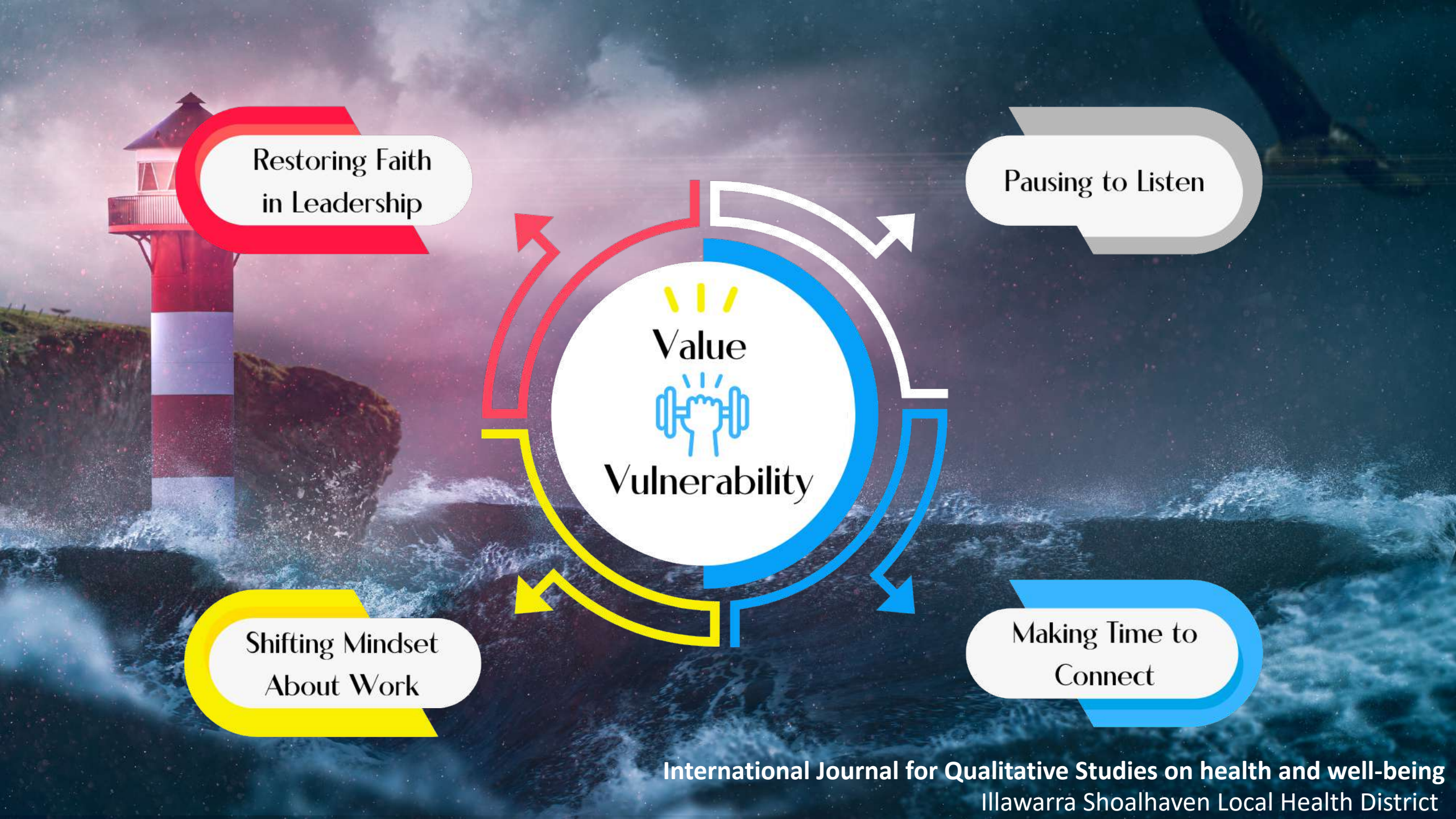
Stands for

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Value

Vulnerability





Restoring Faith  
in Leadership

Pausing to Listen

Value  
  
Vulnerability

Shifting Mindset  
About Work

Making Time to  
Connect

How can we  
own our  
shortcomings  
so we can  
start  
transforming  
the way we  
live, love &  
work?

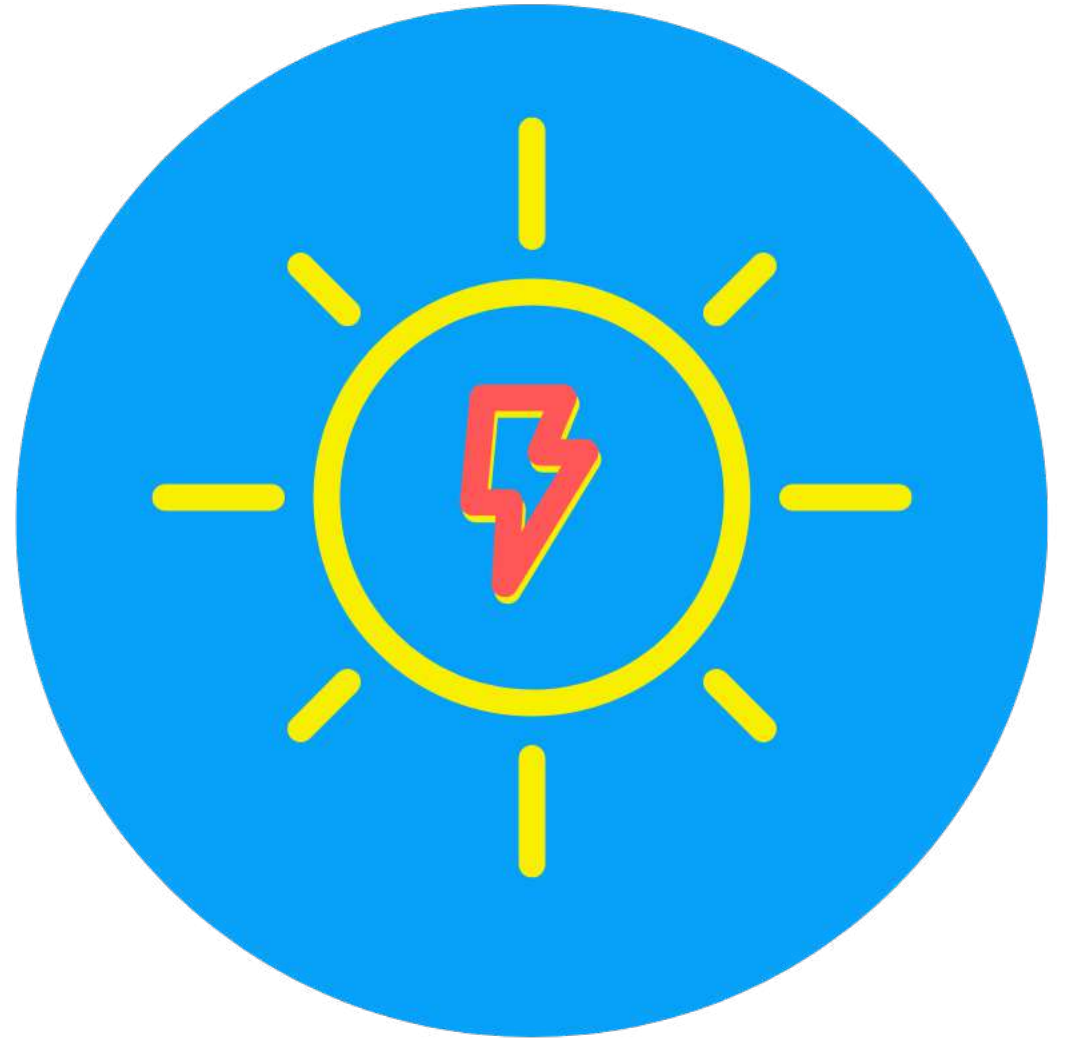


# E

Stands for

|

**Elevate &  
Empower**



# A



# L



# I



# V

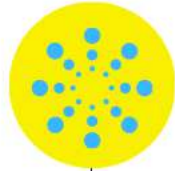


# E



## Accelerate Awareness

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



## Leverage Belonging

- Create space for storytelling.
- Embed storytelling during team meetings, interactions with customers, peers, subordinates, or even leadership.
- Schedule storytelling time during large-group check-ins, small-group breakout sessions, and one-on-one meetings.



## Instill Gratefulness

- Top performers have a superpower: Happiness
- Measure happiness and gratefulness
- Start your gratefulness practice today:
- Gratitude Visit
- Three Good Things
- Using Signature Strengths in a New Way



## Value Vulnerability

- To become fluent-in-human, get comfortable with vulnerability.
- Pause to listen to feelings and core concerns.
- Make time to connect through micro-exchanges
- Shift mindset about work.
- Show humility and model vulnerability



## Elevate and Empower

- The last pillar is a challenge to answer the call to elevate and empower others.
- Times of crisis demand a collective impact approach:
- Common agenda
- Shared measurement systems
- Mutually reinforcing competencies
- Continuous communication
- Backbone organization



# Give Feedback to Joey

To Access ALL resources including a full copy of the presentation please take two minutes to share your feedback

## 1. Scan this QR code



or go to [talk.ac/joeyaviles](https://talk.ac/joeyaviles)

## 2. Enter this code on the screen

**ALIVEPR**

### Let's stay in touch!



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**GAME ON!!**

**READY - SET - GO**

**ESTAMOS VIVOS!**

*Joey*  
AVILÉS

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Connect  
with Joey



Give us  
Feedback

**WE ARE ALIVE  
LET'S MAKE IT  
COUNT!**

**ARE YOU LOOKING TO  
MOTIVATE YOUR TEAM?**

**WE GOT YOU!**

**MOTIVATIONAL SPEAKER  
EXECUTIVE COACH  
ANNUAL CONFERENCES  
TEAM BUILDING  
OFF-SITES**



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