

# THE EMPATHY TOUR

## Guide Book

A collection of creative prompts & explorations to  
lead with empathy & design your organization for impact



# Welcome!

## What This Is

On The Empathy Tour, we gathered actionable insights from tech & social impact executives on how to respond to rapid change, and design your company for sustainable success. This is a collection of the activities paired with each interview feature on the blog, designed to support you in exploring empathy, and building a work culture in alignment with your values and vision.



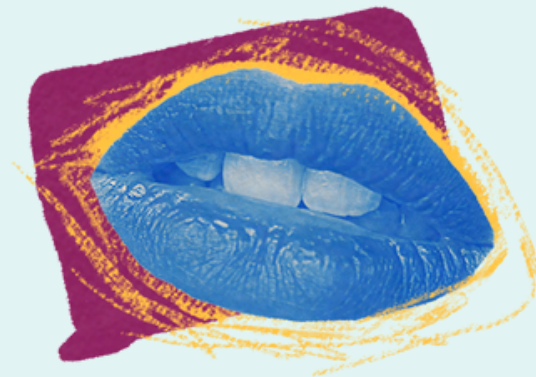
## Who It's For

You're here to make a greater impact. You care about people. Execs, founders, managers & practitioners -- if you're running a business, leading a team and managing people, this collection of activities will energize your environment with creative, embodied & playful methods. We all need to practice cultivating more empathy for ourselves and others, as we navigate a world in crisis and embrace uncertainty together.



## How To Use This Guide

This guide is broken down into 14 Tour Stops, to be completed at your pace. Follow along consecutively with your team or choose based on the 3 wayfinding tracks (Bold Leadership, Creative Action, Evolutionary Business). Self Reflections are intended to be private, whether or not they are woven in alongside the Team Explorations. We encourage you to follow the tour stops in sequence with your work team. This will require you to make time to come together to make meaning, collaborate, and create.



# Wayfinding

BOLD LEADERSHIP

## Be a Bold Leader

You shouldn't have to choose between your humanity and success in business -- now is the time to stand up and answer the world's call for a new way to lead. The depth of awareness it takes to see your role in upholding systems of harm (in mainstream business culture and beyond) requires heaps of empathy for yourself. As a bold leader, you hold yourself to a higher standard, and demand that your business success and your humanity can live together in alignment. As a bold leader, you know in your bones that we're at an inflection point in history, and how you respond now matters.



CREATIVE ACTION

## Inspire with Creativity

Driven by a deep longing for the business community to do better, your unique expression can help transmute the energy of what's emerging into a force for good. The dynamics of creativity are highly relational. Creative leaders know people need to feel safe to express themselves and be vulnerable with their ideas. The combination of play and accountability is powerful for when we face new challenges and levels of uncertainty. It can build bridges where there aren't any, and strengthen bonds that people can rely on.



EVOLUTIONARY BUSINESS

## Evolve Your Business

Overcome the invasive pressure from mainstream business culture by developing new definitions of impactful, nimble, and innovative organizations. On the tour, we chose to feature leaders who are courageously chartering new frontiers. Through their stories, we learned that evolutionary business is more than what you do -- it's how you do it, who you do it with, and what you're doing it for. Evolutionary business is about seeing beyond the limits of current thinking to accelerate progress towards a healthy, interdependent ecosystem where we all thrive.





# Get Started

Set yourself & your team up for success on the journey, and gather everyone together for a kickoff. Have everyone review the first two pages of the guide beforehand, and come ready with materials (journal & pen).

## 01— TUNE IN WITHIN

Pause, close your eyes, and take 3 full, slow, deep breaths. Tune into your body and what you're feeling now. Write or draw some words & symbols that represent what you're sensing.

## 02— CREATE & SHARE YOUR INTENTIONS

Which global issue are you most invested in and passionate about?

Where in our organization do we stand to most benefit from empathy?

How do you personally wish to activate empathy in your life and work?

## 03— SET YOUR RHYTHM

Establish dedicated time to meet (~60-90 mins/week)

Establish a communication channel for tour-related chats (ie. Slack)

## 04— CREATE A SAFE CONTAINER

Establish working together agreements.

Here are some to get you started:

- Be present and participate
- Deeply listen to others words
- Be open to feeling their emotions
- Imagine their intentions & worldview
- Thank them for sharing their truth
- Resist (and notice!) the urge to fix or advise them



# Tour Stops

Enjoy your journey!

01— REDEFINE WELL-BEING

02— CULTIVATE EMPATHY

03— SENSE YOUR RIPPLE EFFECTS

04— CREATE SPACE FOR YOU & FRESH VOICES

05— ALIGN WITH YOUR VISION & VALUES

06— LISTEN DEEPLY & RESPOND POWERFULLY

07— RELATIONSHIP RITUALS & GENDER NORMS

08— PLAY WITH PURPOSE

09— YOUR STORIES, YOUR BELIEFS

10— EXPLORE THE MONEY TRAIL

11— REVEAL YOUR BUBBLE & MOONSHOT VISION

12— INVESTIGATE SUSTAINABILITY

13— CLOSE THE GENDER GAP IN TECH

14— COLLECTIVE DREAMS

TOUR STOP 01

# Redefine Well-Being

## Self Reflection

EVOLUTIONARY BUSINESS

In our empathy interview with Daniela Tudor from WEconnect, she shared how she supports her team by letting them choose what they consider as part of their wellness – whether that’s therapy, time to take care of their family, or engage in activism work.



Reflect on the following prompts, and journal:

01— How has your definition of wellness at work changed in the past year?

02— What requests could you make to feel better supported?

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TOUR STOP 01

# Redefine Well-Being

## Team Exploration

EVOLUTIONARY BUSINESS

CREATIVE ACTION

High performing teams prioritize psychological safety. Do you? The collective trauma we're experiencing is activating personal trauma related to family, health, and financial stability. We must assume everyone is experiencing different waves of emotions.



### WEATHER CHECK-IN

At the start of your next team meeting, use this simple check-in activity to invite your teammates to share their feelings (out loud or in the chat box) using weather metaphors.

Being seen in our truth establishes a welcoming environment, and removes barriers to authentic participation.

Like the sky, we're always experiencing different weather patterns or emotions. Feel them, acknowledge them, and they too shall pass.

Choose one or a combo:

- Sunny: Happy/excited
- Snowy: Relaxed/peaceful
- Rainbow: Hopeful
- Rainy: Sad/lonely
- Storm: Angry/frustrated
- Windy: Anxious/stressed
- Foggy: Confused/depressed
- Cloudy: Grumpy/sick





# Cultivate Empathy

## Self Reflection

BOLD LEADERSHIP

In our empathy interview with Tim Salau, also known as "Mr. Future of Work", he shared how important it is for leaders to cultivate empathy for themselves. Our capacity to empathize with others is a reflection of the empathy we hold for ourselves. Let's examine how this shows up at work, and reveal its invisible impact.



Reflect in your journal:

1. What do you have little patience for with yourself and others?
2. Think of a time when you were hard on yourself. Why?

Then, do a free word association exercise until your page is full. Have fun with it and see what emerges from your mind. You can't get this wrong.

3. Start by writing the word "empathy" in the center of your page. Draw a line and write an associated word. It can be an insight, memory, or idea. Continue to write words to see what your mind surfaces. You may draw lines between any words that you sense are connected.

4. What was surprising? What did you learn?

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# Cultivate Empathy

## Team Exploration

BOLD LEADERSHIP

EVOLUTIONARY BUSINESS

Take stock of the rituals for connection happening now on your team, and explore how peers are investing in each other's emotional bank accounts.

Discuss the fallacy that building connection at work isn't work.



### VIRTUAL MINI FISH BOWL

01— Choose 3-5 people to be on camera, “in the fishbowl”. Everyone else is off camera and “observing the fishbowl”. The fishbowl includes an “empty chair” which any observer can occupy to ask a question or provoke further insights. When the chair is occupied by someone new, someone has to rotate out to observing, and turn their camera off, so the core number of people is constant.

02— Discuss the rituals for connection on the team, what's working and what's emerging.

— Check-ins - where are you making time to connect with peers or across levels to talk about life beyond work performance & goals?

— Recognition - how do you share gratitude on your team? How do you say thanks for work well done, for being a great teammate?

03— To wrap up and collect next steps, use a shared document or virtual white board to collect ideas in these categories:

We will... Stop / Start / Continue

[LEARN MORE ABOUT FISHBOWL HERE](#)



TOUR STOP 03

# Sense Your Ripple Effects

## Self Reflection

EVOLUTIONARY BUSINESS

BOLD LEADERSHIP

Systems thinking is an approach to examine the interconnected & circular nature of our reality so we can design and problem solve in more holistic, sustainable, & impactful ways.

When we move too fast we break things. Foresight of downstream impacts is essential data.



Grab your journal and pen and settle in for some reflection.

01— When we talk about the need to slow down to ask questions that account for impact, where in your experience have you sensed resistance to that, and why?

02— Which organizational norms in your workplace culture deter your ability to slow down and be more thoughtful?





TOUR STOP 03

# Sense Your Ripple Effects

## Team Exploration

EVOLUTIONARY BUSINESS

CREATIVE ACTION

In our empathy interview with Sheryl Cababa of Substantial, she talks about bringing awareness to ripple effects of a product/service, and pulling that forward as we design, build, and deliver “value”. Knowing what’s best for your clients and our world in the long term will fortify your brands longevity.



Consider potential blind spots and unintended consequences for your product or service:

01— How does it respect people’s boundaries and the other parts of their lives?

02— Who could it most directly benefit outside of your targeted users?

03— What feedback would the environment give about it?

These Qs were sampled from the Tarot Cards of Tech.

[PLAY HERE](#)

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TOUR STOP 04

# Create Space For You & Fresh Voices

## Self Reflection

CREATIVE ACTION

EVOLUTIONARY BUSINESS

In our empathy interview with Victoria Santos of Young Women Empowered, she reminds us that one of the ways mainstream business culture exploits you is keeping you so busy that you don't question it. We want you to use the power of your imagination to visualize a world where work is joyful and liberated.



Reflect on and journal your responses to the following questions:

If you could reclaim time...

01— What would you spend time learning?

02— How would you show up differently with the kids in your life?

03— Who would you reach out to or spend time with?

04— How would you invest in your community?

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TOUR STOP 04

# Create Space For You & Fresh Voices

## Team Exploration

CREATIVE ACTION

EVOLUTIONARY BUSINESS

Cultural events and experiences shape generations of people at the same time. Let's explore these dynamics at work. On this tour stop, we want you to center the perspectives of young voices in your enterprise and reveal hidden patterns in your cultural dynamics.



Gather all the Gen Zs & Millennials in your organization for 1 hour.

Individually, spend 10 minutes reflecting on the following prompts.

01— What are the top strengths & challenges of your generation?

02— A common misunderstanding about our generation is...

03— The opportunity I see for our company to be more supportive for our generation is...

Then as a group, discuss and compile the key themes.

Decide how you would like to share your insights with the rest of your company, and make it happen!





TOUR STOP 05

# Align with Your Vision & Values

## Self Reflection

EVOLUTIONARY BUSINESS

BOLD LEADERSHIP

On tour stop 04, we had you explore where you could invest your extra time & energy. Revisit your responses to that self reflection. Choose one of the four areas you explored around learning, relationships, or community.



Find a quiet space for a 10 minute meditation to sit uninterrupted.

Close your eyes imagine: one year from now, you've accomplished the intention that you set in the previous self reflection. Deepen into sensing and imagining that future scenario.

Then, reflect in your journal:

- What does it feel like?
- What's happening around you? Who is there?
- What are you saying? What is being said to you?
- How do you feel more connected to yourself, your people, and purpose?

Share your vision in conversation with someone who is invested in you. When you share your intention with someone else, it allows your dreams to take flight and brings you one step closer to realizing what is possible.

Take one action, big or small, to move closer to your vision.



TOUR STOP 05

# Align with Your Vision & Values

## Team Exploration

EVOLUTIONARY BUSINESS

BOLD LEADERSHIP

In our empathy interview with Naveen Jain of Viome, he shared in detail how each of their company values lives as a compass for making decisions, and reminds us to insist on 100% integrity and alignment. Create a survey for this week's exploration and assess your values alignment



The purpose of this exploration is to get a pulse on how aligned your team is with existing values, and see how they are (or aren't) alive in the day-to-day experience of your organization.

01— Create your survey (We recommend [Typeform](#))

02— List each of your company values & description statements, and for each one, ask:

- Rate how alive this value is on a scale from 1-5
- How are you seeing this value expressed?
- Where are you still seeing opportunities to grow it?

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TOUR STOP 06

# Listen Deeply & Respond Powerfully

## Self Reflection

BOLD LEADERSHIP

In our empathy interview with Ananda Valenzuela from RVC, we are reminded about the challenge and power of practicing empathy in business. We must invest in healthy channels of communication and the quality of our relationships, so we can increase our capacity to deeply listen and respond to what's emerging together.



Recall a challenging interaction with another person at work.

01— Reflect on the words that were said, and the emotions that were (and perhaps not) being expressed.

02— Now think about the other person in that dynamic — their possible commitments, fears and worldview.

03— Finally, write them a short letter (sending optional) acknowledging their emotions, and feel into what their fears and commitments may have been in that moment.

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# Listen Deeply & Respond Powerfully

## Team Exploration

BOLD LEADERSHIP

EVOLUTIONARY BUSINESS

The best teams know the importance of regularly zooming out from the day-to-day to tend to relationships and examine workflows to keep everything flowing well, while cultivating joy and good energy. Retros are a fantastic practice to slow down, listen, and be intentional together, especially when you're busy.



### TEAM RETROSPECTIVE

Gather your team for 60-minutes. Use a tool like [Trello](#) so everyone can contribute topics. (We recommend you do this every 1-2 weeks!)

Collect topics under each of these categories, and follow this flow:

01— **KUDOS & HI-FIVES:** Acknowledge what's going well.

02— **SHARE:** What ideas do you have to improve the team flow & decision making processes?

03— **TAKE TURNS:** How might we fuel our own and others' joy at work?

Remember the norms you established together to keep cultivating a safe space for everyone on the team:

- Be present and participate
- Deeply listen to others words
- Be open to feeling their emotions
- Imagine their intentions & worldview
- Thank them for sharing their truth
- Resist (and notice!) the urge to fix or advise them



# Relationship Rituals & Gender Norms

## Self Reflection

CREATIVE ACTION

BOLD LEADERSHIP

In our empathy interview with Humaira Ahmed of Locelle, she shared her personal story about societal norms and how the toxic hustle & grind culture is propagated through the business ecosystem.



Inspired by Humaira's story, these prompts will help you explore rituals from your personal relationships and apply those to your professional relationships.

She shared that both in her marriage and on her team, she practices the mantra: "I don't care about who is right, we care about what is right" to help navigate conflict.

Reflect in your journal:

01— What are the behavioral norms and rituals that work well for navigating conflict in your personal relationships?

02— How might these norms from your personal relationships influence your work relationships?

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TOUR STOP 07

# Relationship Rituals & Gender Norms

## Team Exploration

CREATIVE ACTION

BOLD LEADERSHIP

After reflecting on your own societal and family gender norms, we want you to connect and play with ideas for amping up your team and org inclusivity.



Gather your team for a 60 minute meeting to conduct an open discussion and brainstorm.

01—Share a personal or professional story about how gender inequality has shown up in your life.

02—What are your values and aspirations for a gender inclusive workplace?

03—Brainstorm responses to this question: How might we play with “walking in someone else’s shoes” for a day?



TOUR STOP 08

# Play with Purpose

## Self Reflection

CREATIVE ACTION

BOLD LEADERSHIP

In our empathy interview with Alonda Williams of the YMCA, she reminds us, “As a leader, when you step out and you're courageous, and you do the right thing, you don't always get the confirmation that yes, this is the right thing.”



Grab your journal & pen, and reflect on the following Qs:

01— What actions are you taking now that you know are inherently valuable, regardless of external validation and accolades?

02— What do you know you need to do, even if you don't ever get recognition? Why?

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TOUR STOP 08

# Play with Purpose

## Team Exploration

CREATIVE ACTION

BOLD LEADERSHIP

Fun is fundamental. Use playful exercises like these to elevate any meeting you lead. Bold leaders prioritize people, and lead by example. Make it easy for your team to come as they are, and make it safe to explore different truths together.



### LIBERATING OBJECTS (10-15 minutes)

Purpose: To promote divergent thinking by coming up with alternate uses for an object.

[DOWNLOAD HERE](#)

### TEAM DANCE BREAK (5-10 minutes)

Purpose: To have fun with a collective experience of embodied movement to get the energy flowing at the start or completion of your next team sync.

[DOWNLOAD HERE](#)

### ROSE THORN BUD (20-30 minutes)

Purpose: To surface a healthy range of insights during a team check-in. This clears space for vulnerable personal sharing and team alignment around what's top of mind.

[DOWNLOAD HERE](#)

### THE EMPATHY TOUR MIXTAPE

As DJs, we know the power of a good beat. Enjoy this collection of tunes from an array of artists across the musical spectrum.

[STREAM ON SPOTIFY HERE](#)



# Your Stories, Your Beliefs

## Self Reflection

BOLD LEADERSHIP

In our empathy interview with Emily Best from independent film platform Seed&Spark, she reminds us, “We’ve made up a lot of ideas about people that are just stories, and we can change the stories that we tell about each other.” There’s a reinforcing loop between the stories we create about people, what we pay attention to, and the actions we take.



From seeing the photograph of Emily and reading her story on the blog, answer these Qs:

01— What assumptions are you making based on what you are seeing and reading?

02— What conclusions are you drawing about her based on the assumptions you made?

03— What beliefs are you forming about Emily and others like her based on your conclusions?

Reflect in your journal on how these beliefs might create a biased filter that would impact your conversation with her as an executive colleague, boss, parent, or potential investment.

[READ THE FEATURE HERE](#)

[LEARN MORE ABOUT THE LADDER OF INFERENCE MODEL HERE](#)



TOUR STOP 09

# Your Stories, Your Beliefs

## Team Exploration

BOLD LEADERSHIP

CREATIVE ACTION

Cultivate empathy through shared stories, and explore beliefs together. Invite your team to watch a few short films from the Seed&Spark platform with the follow-up Qs set up for asynchronous chat afterwards.



### HOST A MINI FILM FESTIVAL

Subscribe to the [Seed&Spark](#) platform & browse all the diverse films. Mix up themes, genres & moods.

Our recommended films:

[Kingsley's Crossing](#) (20 min)

[For Flint](#) (18 min)

[Just Say No](#) (5 min)

[Match](#) (4 min)

Here are some ideas for Qs to seed in your post-film conversation (hold real time or direct towards your shared chat channel):

— Which parts of the movie moved you?

— In what way can you empathize with the characters in the movie?

— What beliefs do you have that were reinforced / challenged?



TOUR STOP 10

# Explore The Money Trail

## Self Reflection

EVOLUTIONARY BUSINESS

BOLD LEADERSHIP

In our empathy interview with Claudius Mbemba from Neu, he emphasized the importance of choosing stakeholders and shareholders who align with your company's purpose.

Let's explore the hidden forces that shape your financial relationships.



Think of a time when you felt you had to compromise your customer/employee's well-being for the sake of the bottom line/profits, and journal your answers:

01— How did that feel?

02— What did you learn from that experience?

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TOUR STOP 10

# Explore The Money Trail

## Team Exploration

EVOLUTIONARY BUSINESS

BOLD LEADERSHIP

Values that shape financial decisions determine who you bring into your ecosystem.

It's important for your team to be on the same page when it comes to the lifeblood of your org and understand the forces at play.



Get 60 minutes on the books with your team to discuss these questions. This is a good opportunity to bring in leaders from the executive team to include them in the conversation about financial relationships and mindsets. If executives are unavailable to participate, play with a mock scenario where you have the power to influence these choices for the company.

01— What are your criteria for bringing on investors, board members and advisors?

02— How might a scarcity mindset influence how you show up with key stakeholders?

03— What does sustainable growth look like to you?



# Reveal Your Bubble & Moonshot Vision

## Self Reflection

CREATIVE ACTION

BOLD LEADERSHIP

In our empathy interview with Aaron Hurst from Imperative, he emphasized the ability to build true, meaningful connections between people with both bonds (commonalities) as well as bridges (differences). It's time to check your professional echo chamber. Reflect on the professional connections you have or have not created with those outside of your direct circle.



Reflect in your journal:

Write down the 10-20 people you connect with the most.

Evaluate the diversity of thought, belief and lifestyle you see represented. (ie. gender, BIPOC, LGBTQIA, socio-economic backgrounds, and political beliefs.)

What did you learn? What is one action you might take to expand the diversity in your circle?

[READ THE FEATURE HERE](#)



TOUR STOP 11

# Reveal Your Bubble & Moonshot Vision

## Team Exploration

CREATIVE ACTION

EVOLUTIONARY BUSINESS

With so much constantly demanding your attention, carving out the time and space to align on your audacious vision is critical. On this tour stop, give yourself permission to refresh and tighten up your team's commitment to the future.



Gather your core leadership team for a 60 minute exercise on crafting your moonshot.

01— Review the definition of a moonshot [Aaron Hurst shares in his interview.](#)

02— Review your organization's vision statement.

03— Dialogue on your vision. Is it bold enough? Compelling enough? Measurable?

04— For 10 minutes, each person creates some moonshot statements.

05— Share and discuss your favorites, and allow the visions to inspire you.



# Investigate Sustainability

## Self Reflection

EVOLUTIONARY BUSINESS

CREATIVE ACTION

In our empathy interview with Martine Stillman of Synapse, she advocated for each and every person on Earth taking responsibility and playing their part to build the mosaic of conscious action to solve the climate crisis.



Think of a product you use regularly—  
ie. a food, beauty or household product.

Spend 10 minutes mapping out its life cycle.  
We want you to consider the early and later stages of its lifecycle that you don't usually think about. This includes the footprint and fate of all resources used throughout its life.

- Source of raw materials, including packaging
- Transportation
- Design/Manufacturing/Assembly
- Distribution/Sales
- Usage/Waste/Disposal/Resting Place

Reflect in your journal:  
What did you uncover or learn?

[READ THE FEATURE HERE](#)





# Investigate Sustainability

## Team Exploration

EVOLUTIONARY BUSINESS

CREATIVE ACTION

The purpose of this game is to play investigative journalists. Work together to research, ideate and build a story on what you're learning about business success through a sustainability lens. Conduct as 1 team or break up into multiple teams. 90 minutes total.



### SUSTAINABILITY NEWSROOM

Each team pick a company, product or service that has experienced immense growth in the last decade (ie. Uber, Netflix, Amazon, Ulta Beauty). Remember, that kind of growth doesn't happen in a vacuum!

Spend 60 minutes crafting a front page news story mockup, that uncovers & reveals your research on the hidden impacts in this company's growth.

Make sure your story includes answers to the following questions:

— What internal & external factors may have facilitated that growth?

— What resource(s) were used to enable the immense growth?

— At whose expense did they experience this success?

— Who benefited the most from this product or service?

After your collaborative research & composition time, spend 30 minutes having each team share their story and what they learned about the hidden cost of success.



TOUR STOP 13

# Close The Gender Gap In Tech

## Self Reflection

EVOLUTIONARY BUSINESS

BOLD LEADERSHIP

In our empathy interview with Lauren Sato of Ada Developers Academy, she illuminated the realities of inequality in the tech workforce, and its ties to economic power. These prompts will help you explore your own unconscious bias.



Envision a future state with a redistribution of wealth, and journal your answers:

01— What could companies & communities led by women & BIPOC\* look like?

02— How do you feel when you imagine that future reality?

03— Do you have internal resistance to that possibility?

\*BIPOC is a term of solidarity for Black, Indigenous and People of Color

[READ THE FEATURE HERE](#)



TOUR STOP 13

# Close The Gender Gap In Tech

## Team Exploration

EVOLUTIONARY BUSINESS

BOLD LEADERSHIP

Building on the Self Reflection from this tour stop, interrogate your systems and processes for gender bias with your team. Start with interpreting a fact-filled video, then explore where these themes might show up in your company.

Gather your team for a 60 minute meeting.

Watch this 4 minute video together: [Women in Tech Statistics: Hard Truths of an Uphill Battle](#)

Share your reactions to the video.

Then discuss these factors and how you might play a part in closing the gap:

01— **HIRING**: who is getting hired & who is doing the hiring at your company?

02— **RETENTION**: how are women, BIPOC and allies being supported and mentored in your org?

03— **EDUCATION**: how are you investing in skills development for all of your talent?



# Collective Dreams

## Self Reflection

CREATIVE ACTION

In our empathy interview with Cleo Barnett of the Amplifier organization, she shared how the team harnesses their unique creative expressions to navigate tumultuous times and reveal their emerging collective strategy.



01— Stand up, shake out your limbs, stomp your feet & pat down your head, torso, and limbs. Take some big, deep breaths. Outstretch your arms to each side, then sweep them in to your heart center as you collect in and center all your disparate energy. Finally, take some more deep breaths as you close your eyes to check in and sense what you're feeling and where you feel it in your body.

02— Get your journal and pen ready as you take a moment to settle back in comfortably to your work space.

03— Create 2 parallel sections on your page:

### Hopes & Dreams | Fears & Concerns

04— Draw images, symbols, shapes, and words that capture your feelings in each section.

[READ THE FEATURE HERE](#)





# Collective Dreams

## Team Exploration

CREATIVE ACTION

Dedicate 60 minutes to create an artful collage with your team using a virtual whiteboard tool such as [Miro](#). Refer to the Collective Dreams Self Reflection exercise on the previous page to guide the start of this creative session.



01— Begin by doing the Collective Dreams embodiment exercise together (step 1)

02— Give everyone 10 minutes to do the creative Self Reflection (steps 3 & 4).

03— Now, each person please find an image online that reflects your feeling(s) and place it onto the whiteboard.

04— Witness a piece of artwork materialize that represents your collective landscape!

05— Open dialogue:

— Invite each person to share about the images they chose and what it represents to them.

— What feelings do you sense are emerging from the whole collage?

—What was it like to engage in this process as a team?

06— Thank each other. Being seen & heard in our truth is inherently valuable. It doesn't always have to translate into an action plan, unless you want it to.



# Wrap Up

Gather everyone together for a 60-90 minute to bring your tour to completion. Have everyone reflect and review what you did together over the weeks/months of the journey.  
Come ready with materials (journal & pen).

## 01—REVIEW INTENTIONS

Review your original intentions from kickoff. Reflect and write down - were they fulfilled? Where did you experience a breakthrough? What was the most surprising?

## 02—DISCUSS LEARNINGS

Have everyone share a personal breakthrough they experienced with the rest of the team.  
What was fulfilled (+) ?  
What gaps remain (Δ)?

## 03—TUNE INTO GRATITUDE

Pause, close your eyes, and take 3 full, slow, deep breaths. Tune into your body and what you're feeling now. Write or draw some words & symbols that represent what you're grateful for.  
Close by sharing one word that expresses how you feel in this moment.

# Thank You


We're here to celebrate & empower leaders who want to make a greater impact. Like you, we care about cultivating empathy & creativity as driving forces for business success.

As playful facilitators, we engage with leaders, teams and orgs large and small, to inspire authenticity and creativity in the workplace.

Empathy starts with you — from your body, rippling through your relationships with your family, community, and your work in the world.

A practice of empathy fuels your resilience for the collective journey ahead. It requires you to embrace your wholeness, and elevate out of the false dichotomy of either/or thinking.

We're grateful you're here, and honor the privilege it is to guide you. Please let us know how you're experimenting with the Guide Book!



**Curious about our offers?  
Get in touch!**

## Emily Griffin

Culture Catalyst • Flow Facilitator  
• Innovation Instigator

## Jyoti Jani Patel

Organizational Designer • Creative  
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