

Culture as the Cure:

Driving Change with Care and Collaboration

HOW DO WE USE OUR INFLUENCE TO INTENTIONALLY CREATE RIPPLES THAT MATTER?

1. SHOW UP – Put yourself out there, even before you feel ready

WHERE AM I SHOWING UP?

What is one area that I'm leaning into? _____

What is one area that I'm holding back? _____

Recommended Resources

- **BOOK** —→ *Gift of Influence:* Tommy Spaulding
- **PODCAST** —→ *"Dare to Lead with Brene Brown: The Power of Vulnerability"*

2. LIFT UP – Create connection through small, intentional acts

HOW CAN I LIFT UP OTHERS?

Who is one person that needs encouragement? _____

What is something I can do to ensure they feel seen? _____

Recommended Resources

- **BOOK** —→ *The 5 Languages of Appreciation in the Workplace:* Gary Chapman + Paul White
- **PODCAST** —→ *WorkLife with Adam Grant: The Science of Generosity*

3. OWN UP – Lead with integrity when it matters the most

WHAT DO I NEED TO OWN?

What is a hard decision or truth I'm avoiding? _____

What's at risk if I keep avoiding it? _____

Recommended Resources

- **BOOK** —→ *"Permission to Screw Up:"* Kristen Hadeed
- **PODCAST** —→ *Radical Candor with Kim Scott: Resetting expectations with direct reports*

What is one word that represents how you want to influence others this month:



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