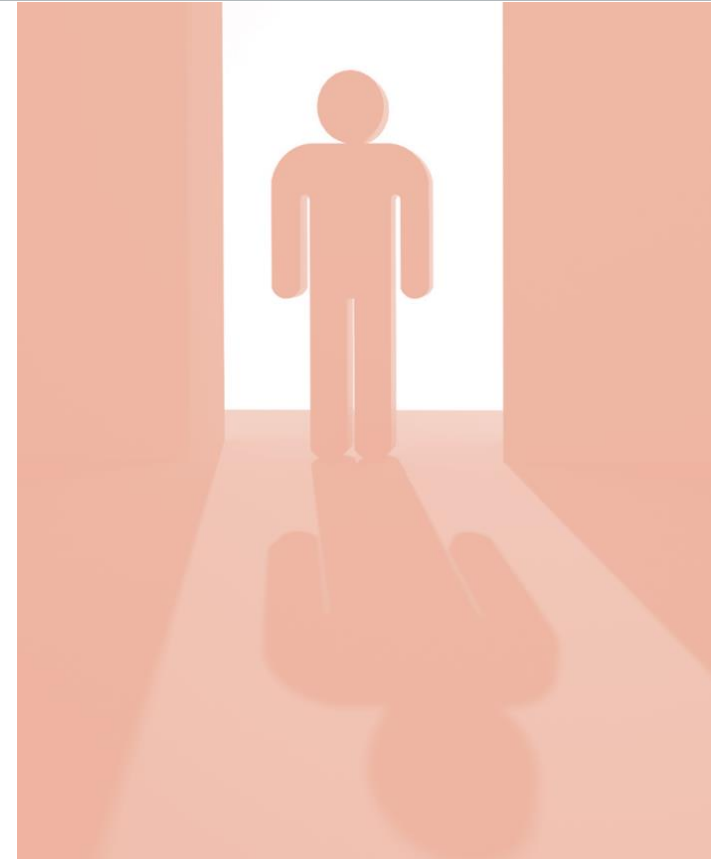


# Additional Resources

Power of Personal Narratives

# Use Personal Narratives to Support the Shadow of a Leader

- Behavior and actions have an impact on culture
- Be deliberate about what your shadow encourages
- The shadow you cast helps or hinders team ability to meet needs
- Break the mold
- Fine tune your leadership shadow; it's one of the most powerful tools you have
- Make a contract with yourself



# Personal Narrative Influence Results Cone

- Habits can be changed to create better results
- Be aware of how story and history affect results
- Shift thinking when we can
- Understand your lens and that of those around you



# Sharing Your Personal Narrative

Try This	Instead of This
✓ Practicing your story	✗ Winging it...
✓ Thinking about why you are sharing	✗ Sharing more than you are comfortable
✓ Sharing enough details to make the story make sense without oversharing	✗ Overwhelming the audience
✓ Staying within time guidelines	✗ Sharing every detail of your life
✓ Thinking about story elements and highlights	✗ Sharing more than is necessary

# Things to Remember When Sharing

Stories should be shared at an **individual pace** with very gentle encouragement, no one should feel forced or rushed to share.



Practice **self-care**—Hearing others' stories can be emotional and taxing. Find your own support system to avoid burnout.



**Learning Circles** should promote **storytelling** by encouraging respect, accountability, inclusive, not over-sharing and focus on topic



# Responding to a Story

Try This	Instead of This
✓ Matching your response to the level of story that is shared	✗ Say too much
✓ Giving a response that is genuine and real	✗ Offering trite answers
✓ Speaking from your heart	✗ Giving advice
✓ Giving responses that make it safe for the person to tell more of their story	✗ Saying nothing or staying silent
✓ Keeping responses without judgement	✗ Telling the person how they should or should not feel
✓ Connecting responses to feeling words	✗ Telling someone to stop crying
	✗ Asking for more details

Source: Core Concepts: Participant Guide, 2018, Southcentral Foundation Learning Institute, Anchorage Alaska

# Personal Narrative vs Self-Disclosure

## Self-Disclosure

- Disclosing your **personal information** to someone who is receiving services
- May include sharing an array of personal information such as about family, personal experiences with mental health or personal belief systems and values
- Risks pulling the focus away from the person being served
- Unless properly trained, it is generally a safe practice to avoid self-disclosure to the extent possible with those receiving services

## Personal Narrative

- Sharing one's individual **story** in a business/work environment to help foster deeper relationships
- Represents the individual's journey and what shaped who they are
- May include values, customs, culturally important elements or other information that reflect the whole person
- A personal narrative is not therapy and one must be mindful to not share information that is emotionally raw or trauma and resist "over sharing"