

LEAD THE WAY TOGETHER

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CAMHPRO ANNUAL
CONFERENCE

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AGENDA



-
- Introduction
 - Objectives
 - Stress: Its Types and How to Practice Targeted Self-care
 - Lead: Building the Leader within
 - Business Plan: Build Action Steps
 - Community: Ways to Build It and Lead Together
 - Fear: How to Battle It and Win
 - Close: Take-A-Ways and Q&A



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FEATURED:



LICENSED CLINICAL THERAPIST
CERTIFIED ADDICTIONS SPECIALIST
SUBSTANCE ABUSE PROFESSIONAL

- Director and Assistant Clinical Professor - Master in Addiction Counseling program at Drexel University
- CEO of Life First Therapy, a solo private practice that works with professional Black women who experience microaggressions in the workplace by helping them find their inner power through assertiveness without using substances to cope
- International Mental Health Public Speaker
- **Author:** *It's Time to Talk About Trauma -and- Get Your Mind Right, Get Your Money Right! The Mental Health Guide for Successful Entrepreneurs*

OBJECTIVES



Learn

- How to Handle Stress and Practice Self-Care.

Identify

- Your Leadership Style.

Create

- A Basic Business Plan.

Identify

- Ways to Build Community and Lead Together.

Learn

- How to Battle Your Inner Fear and Win.

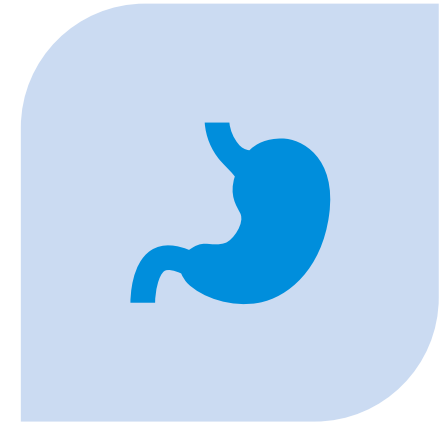
How Do You Handle Stress?



**THE WAY YOU HANDLE STRESS
POURS INTO EVERY AREA OF
YOUR LIFE
(PERSONAL/PROFESSIONAL)**



**DON'T CONFUSE PRESSURE WITH
STRESS. MANY PEOPLE DO GREAT
UNDER PRESSURE. PRESSURE
MAKES DIAMONDS, HOWEVER NOT
EVERYONE CAN HANDLE STRESS
WELL.**



**STRESS IS NORMAL AND IS TO
BE EXPECTED. HOWEVER,
STRESS UNMANAGED IS THE
ENEMY OF YOUR SUCCESS.**



Exercise: Stress Test

1. Complete the Stress and Coping Self-Test
2. Examine your results
3. Let's Discuss



What is Stress?

- ❖ Body's reaction to a challenge
- ❖ Stress produces a physiological reaction in your body.
- ❖ Hormones are released, which results in physical manifestations of stress.

Good Vs. Bad Stress



GOOD

- ❖ Can sharpen your mind & reflexes
- ❖ Help your body perform better
- ❖ Help you escape a dangerous situation

BAD

- ❖ Slow your digestion
- ❖ Create tunnel vision
- ❖ Create accelerated breathing/heart rate

3 Types of Stress



ACUTE



EPISODIC

CHRONIC

1. Acute Stress




Most common form of stress



Can be both positive and negative.



If the acute stress doesn't last for extended periods or occur too frequently, there is nothing wrong with experiencing acute stress.



2. Episodic Stress

Acute stress that occurs frequently

Continuously pop up, sometimes in a pattern

Accompanied by worry and angst about things that are happening to you or around you

3. Chronic Acute

Never-ending
stress

Relentlessly wears
away at you

Affects your health
and can lead to heart
problems, strokes,
high blood pressure,
etc.

The 4 Areas Where Symptoms of Stress Show Up & Show Out

1. Physical
2. Emotional

3. Cognitive
4. Behavioral

Depending on the individual and the cause of stress, the number of symptoms from each category can vary.

PHYSICAL



Irregular
bowel
movements

Involuntary
twitching or
shaking

Irregular or
missed periods

Getting sick
more often
than normal

Reduced libido

Chest pain
with or without
tachycardia

Headaches

Nausea

Muscle aches

Trouble
sleeping

Heartburn or
indigestion

Fatigue

Flushed skin

Clenched teeth

Unusual
changes in
weight

EMOTIONAL



Less than normal
patience

Feelings of
sadness and/or
depression

Feelings of being
overwhelmed

Restlessness

Reduced or
eliminated desire
for activities once
enjoyed or
regularly done

Irritability

Sense of isolation

Trouble coping
with life's issues

More frequent or
extreme
pessimistic
attitude

COGNITIVE



Impaired
concentration

Trouble with
remembering things,
such as homework
assignments or
deadlines

Chronic worrying

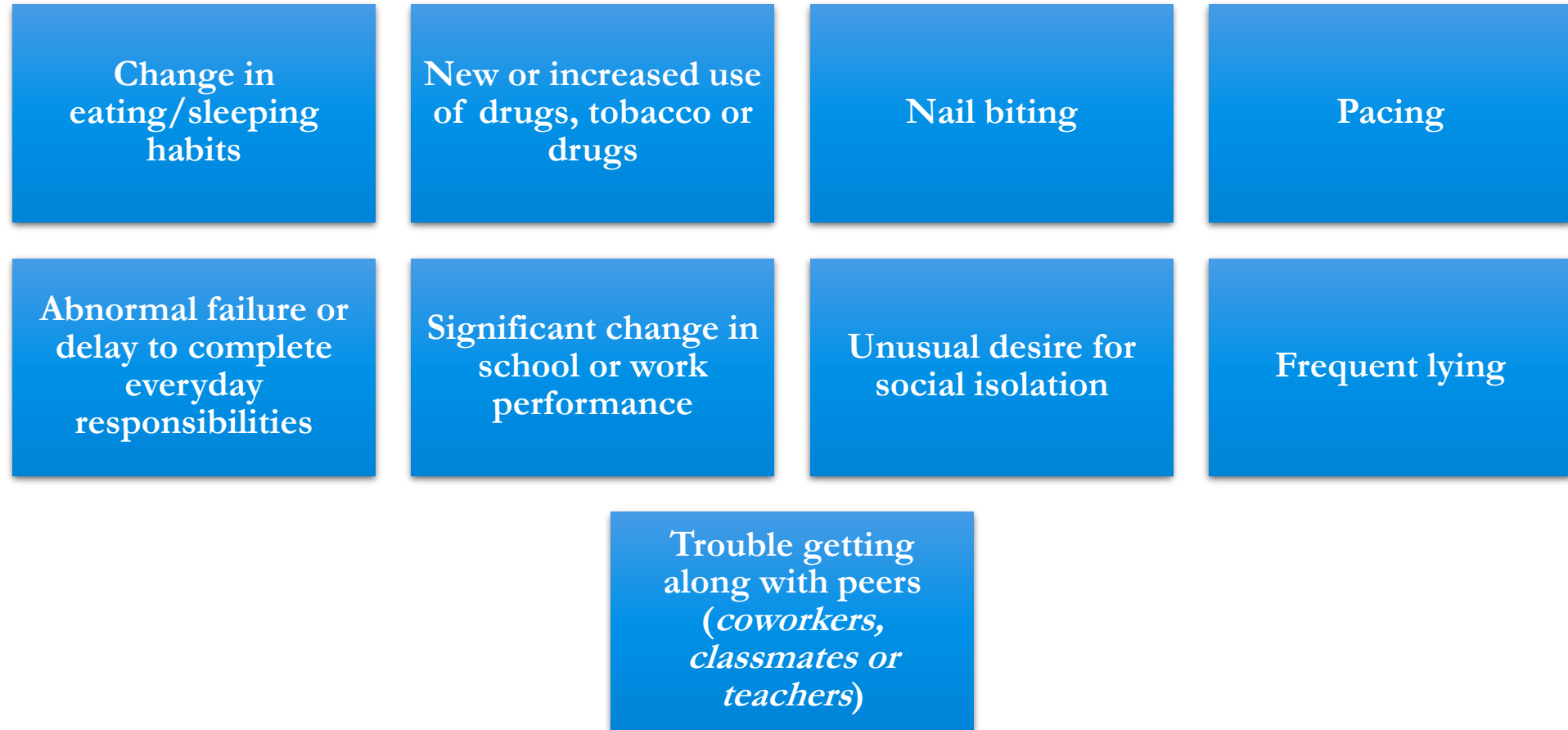
Anxious thoughts or
feelings

Reduced or impaired
judgment

Impaired speech
(mumbling or
stuttering)

Repetitive or
unwanted thoughts

BEHAVIORAL



How Do You Practice Self-Care?

Self-care varies and looks differently person to person, however identifying critical aspects of self-care doesn't have to be difficult.

Self-care involves engaging in behaviors &/or activities that promote health and well-being to feel better physically, emotionally, mentally, spiritually and socially.

Humans are more than just their physical body and emotions.

UNTARGETED SELF-CARE



PATTERNS

- Pedicure/Manicure
- Bubble Baths
- Binge TV Watching
- Mindless Scrolling Social Media
- Feeling Guilty for Taking a Break/self-care

BLOCKS

- Lack of Time Management
- Poor Boundaries
- Poor Self-Boundaries
- Poor Flexibility
- Feeling Guilty for Taking a Break/self-care



POLLING QUESTION

What patterns and/or blockers are you currently engaging?

- **Pedicure/Manicure/Bubble Baths**
- **Binge TV Watching or Mindless Scrolling Social Media**
- **Feeling Guilty for Taking a Break**
- **Lack of Time Management**
- **Poor Boundaries**

5 AREAS TO TARGET SELF-CARE



- Physical
- Emotional
- Mental
- Spiritual
- Social

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PHYSICALLY



Have

Have sex regularly
with yourself or a
partner

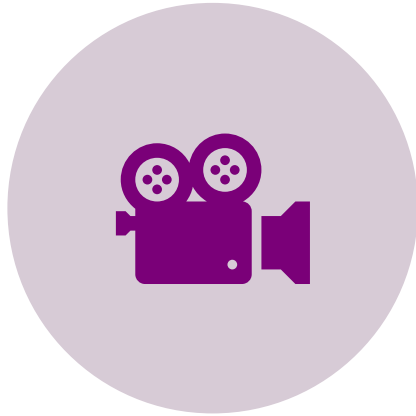
Take

Take time off
consistently by
unplugging from
social media/work

Eat

Eat healthy food
and move your
body regularly

EMOTIONALLY



WATCH A FUNNY MOVIE



**TELL YOURSELF AN
AFFIRMATION “YOU’RE
AMAZING”**



ENGAGE IN A NEW HOBBY

MENTALLY



PAINT, DRAW, SING, GARDEN



**JOURNAL, THERAPY,
RECEIVE/ASK FOR HELP**



**RELAX/DO NOTHING LISTEN,
TO MUSIC, READ A BOOK**

SPIRITUALLY



Meditate, pray, forgive yourself & others



Volunteer



Spend time in nature, bird watch, watch a sunset/sunrise

SOCIALLY



Take

Take a stay/vacation days, cook with family/friends

Take

Take breaks, foster friendships, join a social group based on hobbies/interests

Spend

Spend time with family, learn to say “no” or “yes”

POLLING QUESTION



WHAT AREA OF TARGETED SELF-CARE DO YOU NEED TO FOCUS ON?

- **PHYSICAL**
- **EMOTIONAL**
- **MENTAL**
- **SPIRITUAL**
- **SOCIAL**



BUILDING THE LEADER WITHIN



LEAD THE WAY TOGETHER

WHAT IS YOUR LEADERSHIP STYLE?



EXERCISE: DISCOVERING YOUR LEADERSHIP STYLE

Please do not read the following descriptions of the six leadership styles until **AFTER** you have completed your assessment.



**COMPLETE THE
LEADERSHIP STYLE QUIZ**



EXAMINE YOUR RESULTS



LET'S DISCUSS

EXERCISE: DISCOVERING YOUR LEADERSHIP STYLE



Now...insert the name for each of the six leadership styles below in the same sequence as your assessment.

1. Visionary / Authoritative
2. Coaching
3. Affiliative
4. Democratic
5. Pace-setting
6. Commanding / Coercive

VISIONARY / AUTHORITATIVE LEADERS

Move People Towards a Vision

- Best summed up as ‘*Come with me*’.
- The most useful style when a new vision or clear direction is needed and is most strongly positive.
- High in self-confidence and empathy, acting as a change catalyst by drawing people into the vision and engaging them with the future.
- Focused primarily on results and team efficiency.

Visionary / Authoritative Leaders

Move People Towards a Vision



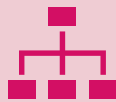
Often make decisions alone or with a small and trusted group and expect employees to do exactly what they're asked.



Self-motivated.



Communicate clearly and consistently, are dependable and follow the rules.



Value highly structured environments and are proponents of supervised work environments.

VISIONARY / AUTHORITATIVE LEADERS

Move People Towards a Vision

- **Benefits**: promote productivity through delegation, provide clear and direct communication and reduce employee stress by making decisions quickly on their own.
- **Challenges**: often prone to high levels of stress because they feel responsible for everything, plus their lack of flexibility can lead to team resentment.

COACHING LEADERS

Will Develop People

- Best summed up as *'Try it'*.
- Allow people to try different approaches to problem solving and achieving a goal in an open way.
- Shows high levels of empathy, self-awareness and skills in developing others.
- Style is especially useful when an organization values long-term staff development.
- Are supportive and value learning as a way of growing.



COACHING LEADERS

Will Develop People



Are self-aware, offer guidance instead of giving commands and ask guided questions.



Can quickly recognize their team members' strengths, weaknesses and motivations to help everyone improve.



Create strong teams that respect and embrace each other's skill sets.



Often assists team members in setting smart goals and then provides regular feedback with challenging projects to promote growth.



They set clear expectations and creating a positive, motivating environment.

COACHING LEADERS

Will Develop People



Benefits: positive in nature and promotes the development of new skills, empowers team members and fosters a confident company culture. They're often seen as valuable mentors.



Challenges: can be time-consuming as it requires one-on-one time with employees which can be difficult to obtain in a deadline-driven environment.



AFFILIATIVE LEADERS

Values and Creates Emotional
Bonds and Harmony



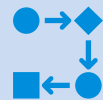
Best summed up as ‘People *Come First*’.



Demonstrates empathy, and strong communication skills.



Very good at building relationships.



This style is most useful when a team has been through a difficult experience, and needs to heal rifts, or develop motivation.

AFFILIATIVE LEADERS

Values and Creates Emotional Bonds and Harmony

Benefits: high employee morale, builds employee trust, reduces workplace pressure, empowers employees, and drives innovation and creativity.

Challenges: it is not a very goal-oriented style, so anyone using it will need to make sure others understand that the goal is team harmony, and not specific tasks. Cannot be used on its own for any length of time if you need to 'get the job done'.

DEMOCRATIC LEADERS

Builds Consensus Through Participation

- Best summed up as *'What Do You Think'*.
- Rational and flexible.
- Show high levels of collaboration, team leadership, employee engagement, workplace satisfaction and strong communication skills.
- Works well in developing ownership for a project.
- Found to be generally the most effective style.



DEMOCRATIC LEADERS

Builds Consensus Through Participation

Value group discussions and provide all information to the team when making decisions.

Possess a curiosity that drives their desire for input from all sides.

Decisions are based on the team's input and feedback before the leader makes the final decision.

Subordinates often find them easily approachable.

DEMOCRATIC LEADERS

Builds Consensus Through Participation

BENEFITS:

- Often effective because it results in engaged, motivated teams and greater commitment to the organization.
- Allows employees to grow and develop, as it encourages lower-level employees to exercise authority. employees can feel empowered, valued and unified.
- Has the power to boost retention and morale.
- Requires less managerial oversight, as employees are typically part of decision-making processes and know what they need to do.
- Can add social pressure to members of the team who don't like sharing ideas in group settings.

DEMOCRATIC LEADERS

Builds Consensus Through Participation

CHALLENGES:

- Will need to make sure that senior managers are signed up to the process and understand that it may take time to develop the consensus.
- Can make for slow progress towards goals, until a certain amount of momentum has built up.
- Decision-making process can be time consuming if there are disagreements in the group.
- Can be inefficient and costly as it takes time to organize group discussions, obtain ideas/feedback, discuss possible outcomes and communicate decisions.

PACE-SETTING LEADERS

Expect Excellence and Self-Direction

- Best summed up as *'Do as I do now'*.
- Leads by example.
- Show drive to succeed and initiative.
- One of the most effective for achieving fast results.
- Primarily focus on performance, often set high standards and hold their team members accountable for achieving their goals.

PACE-SETTING LEADERS

Expect Excellence and Self-Direction

Benefits: pushes employees to hit goals and accomplish business objectives. It promotes high-energy and dynamic work environments.

Challenges:

- Only works with a highly-competent and well-motivated team.
- Not always the best option for team members who need mentorship and feedback.
- Can lead to miscommunications and stressed-out employees as they are always pushing toward a goal or deadline.

COMMANDING / COERCIVE LEADERS

Demand Immediate Obedience

- Best summed up as *'Do what I tell you'*.
- Bossy and domineering.
- Show initiative and drive to succeed.
- Leave little room for error.
- Demands results.
- Have full control over their employees, offering a low degree of autonomy.
- Subordinates are expected to follow the leader's directions exactly; failure to do so will be met with negative consequences.
- Often ask workers to do things without explaining why they are doing it.

COMMANDING / COERCIVE LEADERS

Demand Immediate Obedience

Benefits:

- Increased productivity
- Improved workplace safety
- Decreased employee deviation
- Better adherence to rules
- Direct communication
- Effective small group management

Challenges:

- Does not encourage anyone else to take the initiative
- Negative effect on morale
- Inflexible
- Ineffective in the long-term

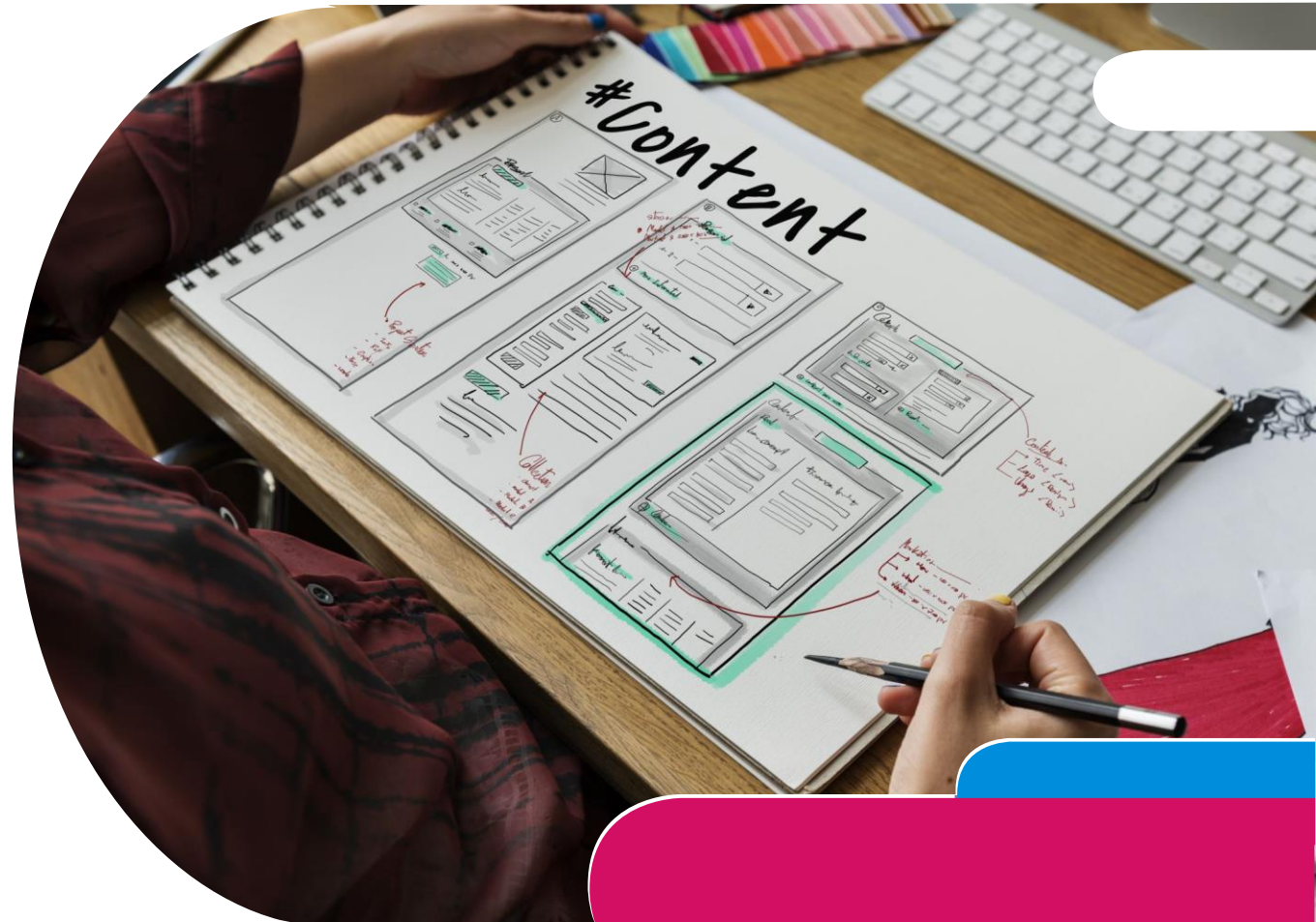
EXERCISE: DISCOVERING YOUR LEADERSHIP STYLE



Finally, proceed to the Leadership Styles Reflection, page 5 – 7 and complete.

1. Visionary / Authoritative
2. Coaching
3. Affiliative
4. Democratic
5. Pace-setting
6. Commanding / Coercive

BUILDING YOUR BASIC BUSINESS PLAN



“Have no fear of perfection – you’ll never reach it.” – Salvador Dali



14 SIGNS YOU MAY BE A PERFECTIONIST

Often experience a feeling of emptiness.

Rarely feel “good enough.”

Constantly looking for the “right” moment to do something.

Avoid trying new things for fear that you will not excel at them or will make a mistake.

Obsess over small mistakes that have little impact on the big picture.

Have difficulty making decisions.

Are painfully aware and extremely critical of mistakes and perceived inadequacies.

Have trouble beginning projects.

Have trouble completing projects.

Obsess over minor details and spend an excessive amount of time double-checking and revising your work.

Neglect self-care in favor of achievements.

Make unrealistic demands of yourself or other people.

Often have tense relationships with others and end as a result.

Strive to be the best in all your endeavors, even in areas that don't really interest you.

BASIC BUSINESS PLAN



Solo/Partnership

For/Non-Profit

Business Name

Business Tax ID

Business Entity (S-Corp, LLC, Corporation)

Business Account (Credit Union/Bank)

Business Taxes (Quarterly or Annually)

Business Permit(s) and/or License(s/)

Pro-bono access to an accountant, CPA, and Lawyer

Remote/Office/Hybrid

Business Phone (Cell, Landline/Google Number)

Marketing: Website/Landing Page, Social Media Pages

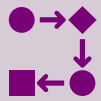
Office Supplies

TRANSITIONING



- There is no right or wrong way to transition, you have to know yourself enough to know which transition is best for you.
- Some people take the big leap and dive fully into entrepreneurship by leaving their 9 to 5 to work in their business full-time.
- Transitioning could also be working your full-time job and running your business on the side. I call this person a fiver-preneur.
- It could also be working a part-time (20-30 hours) job on the side and full-time in your business.

HOW TO START YOUR TRANSITION



Ask yourself what are the things you need to manage on your job before you transition.



Every day, what are some things you will work toward to help you transition.



Identify your deadline to leave your employer.

HOW TO START YOUR TRANSITION

Review your current expenses and identify your monthly needs in each category:

- Clothes
- Entertainment
- Education
- Credit Card Payments
- Savings
- Insurance
- Utilities
- Telephone
- Food
- Car/Transportation
- Rent/Mortgage
- Debt



HOW TO START YOUR TRANSITION

Health Insurance (open market/spouse)

Financial goals for your business

- sales goal for your first year in business
- Second year
- Third year
- Fourth year
- Fifth year

Mentorship

- Women's Business Enterprise Center (WBEC), they have 14 regions within the US.
- SCORE
- Micromentors
- Verizon


“You don’t have to operate in silos. Lean on community and lead the way together.”

Dr. Holly



Community: Ways to Build and Lead Together





“Alone, we can do so
little; together, we can
do so much”

Helen Keller

LEAD THE WAY TOGETHER

YOU MUST...

Be	Be self-aware
Know	Know those in your inner circle and community
Celebrate	Celebrate all wins, big or small (<i>this is a confidence booster</i>)
Stay	Stay humble (<i>you never know who you will need</i>)
Have	Have a *positive* relationship with yourself (<i>the most important relationship</i>)
Know	Know there are people who will support you and your efforts
Track	Track your progress in ways that work for you and the collective
Don't be	Don't be afraid to pivot when things need to be adjusted, let go or ask for help

LET'S LEAD TOGETHER!!!



No one is a victim by their age, gender, education level, language, etc.! There are people around you that compliment what you don't have, and you compliment what they don't have. This is how we mobilize and lead the way together!



Learn about your most powerful strengths and discover practical ways to apply them towards your goals with those you are leading the way with.



Exercise: Community Builder

Dive into the details of your personality and describe it by listing your...

Strengths

Struggles

Talents

Skills

Inner circle
of supports

Miserable
people you
know

Difficult
people you
know

Happy People
You know

Good people
you know

Use this list to help you identify people who offset and compliment the community you want build so you all can lead together.



FEAR

LEAD THE WAY TOGETHER



"One of the greatest discoveries a man makes, one of his great surprises, is to find he can do what he was afraid he couldn't do."

– Henry Ford



**"He who is not everyday conquering some fear has not learned the secret of life."
--Ralph Waldo Emerson**



"Inaction breeds doubt and fear. Action breeds confidence and courage. If you want to conquer fear, do not sit home and think about it. Go out and get busy."

--Dale Carnegie

YOUR INNER FEAR

1

Experiencing fear of self (*success/failing*) or others (*expectations/lack of support*) is normal.

2

Arm yourself with the people and things you need to face your fear.

3

Being anxious or scared is okay. These are feelings you can let go of quickly by realizing what you can and cannot control and/or change.



"It is not the critic who counts; not the man who points out how the strong man stumbles, or where the doer of deeds could have done them better. The credit belongs to the man who is actually in the arena, whose face is marred by dust and sweat and blood; who strives valiantly; who errs, who comes up short again and again, because there is no effort without error and shortcoming; but who does actually strive to do the deeds; who knows great enthusiasms, the great devotions; who spends himself in a worthy cause; who at the best knows in the end the triumph of high achievement, and who at the worst, if he fails, at least fails while daring greatly, so that his place shall never be with those cold and timid souls who neither know victory nor defeat."

--Theodore Roosevelt

EXERCISE: HOW TO BATTLE YOUR INNER FEAR AND WIN

Name 1 thing you would accomplish if it wasn't for fear

What are some limiting beliefs you have around accomplishing that one thing

Identify 2-3 people that will support and hold you accountable in accomplishing your 1 thing!



1. What are your take-a-ways?

2. Tools you will use for daily living?

3. Questions



LEAD THE WAY TOGETHER

THANK YOU

Dr. Holly



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