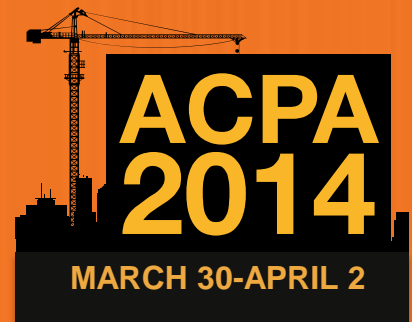


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REINVENT

Bringing Our Whole Selves to Work: Authenticity, Vulnerability & Connection

Kate McGartland | @KateMcGK

Erica Thompson | @EricaKThompson

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“If a story is not about the hearer, he will not listen. And here I make a rule—a great and interesting story is about everyone or it will not last.”

~John Steinbeck (East of Eden)

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Session Overview

Introductions

Our Stories

Research & Literature

Survey Overview

A Conversation



*This session is Tweet friendly.
Please tweet away!*

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Learning Objectives

By the end of this session, we hope participants will:

- Have gained an understanding of some of the research on authenticity, well-being and connection;
- Better understand how being authentic at work impacts job satisfaction and well being;
- Be able to identify strategies to create a workplace culture of authenticity.

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Introductions & Our Stories

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Erica

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Kate

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Kate's Top 5 Strengths

Competition

Command

Significance

Self-Assurance

Activator

Kate's Bottom 5 Strengths

Empathy

Restorative

Developer

Deliberative

Harmony

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At what point does a woman
abandon her authentic self for a
more socially accepted self?

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Research & Literature

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Brown, B. (2006). Shame Resilience Theory: A Grounded Theory Study on Women and Shame. *Families in Society*. 87(1), 43-52.

Madera, J. M., King, E. B., Hebl, M. R. (2012). Bringing Social Identity to Work: The Influence of Manifestation and Suppression on Perceived Discrimination, Job Satisfaction, and Turnover Intentions. *Cultural Diversity and Ethnic Minority Psychology*. 18(2), 165-170.

Ménard, J., Brunet, L. (2011). J Authenticity and well-being in the workplace: a mediation model. *Journal of Managerial Psychology*. 26(4), 331-346.

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Ménard & Brunet (2011)

- Investigates the link between authenticity at work and well-being;
- Define “authenticity” as: being one true or real self and acting in congruence with one self and values.

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Ménard & Brunet (2011)

- Subjective well-being/happiness (examines the evaluations of affect and life satisfaction or quality) and psychological well-being/happiness (realizing one's true potential across lifespan and is the perceived thriving related to existential challenges of life such as pursuing meaningful goals).

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Ménard & Brunet (2011)

- Individuals deliberately displaying valued aspects of the self in a role were less anxious, less depressed, and less distressed than those who were more inconsistent with their core self;
- Results revealed that authenticity is positively linked to subjective well-being at work.

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Madera, King and Hebl (2012)

- Explores whether manifesting or suppressing an identity (race/ethnicity, gender, age, religion, sexual orientation or disability) at work is related to perceived discrimination, job satisfaction, and turnover intentions

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Madera, King and Hebl (2012)

- Employees who perceive discrimination or are afraid of receiving discrimination are more likely to suppress their identity or conceal an invisible identity;
- Results suggest that the expression of identity in a workplace context can have positive implications for interpersonal interactions

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Madera, King and Hebl (2012)

- Suppressing an identity can be a negative experience;
- As people manifest their identity, they might receive negative feedback from coworkers and therefore might lead them to suppress rather than continue manifesting their identity.

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Brown (2006)

- The purpose of the study was to generate a theory grounded in data, that explains:
 - Why and how women experience shame;
 - How shame impacts women;
 - The various processes and strategies women employ to resolve their main concerns regarding the impact and consequences of shame.

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Brown (2006)

- Definition of shame: “An intensely painful feeling or experience of believing we are flawed and therefore unworthy of acceptance and belonging”
- Shame Resilience Theory (SRT) proposes that shame is a psycho-social-cultural construct.

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Brown (2006)

- Main concerns: Feeling trapped, powerless and isolated;
- Shame Web: Shame is often experienced as a web of layered, conflicting and competing expectations that are products of rigid socio-cultural expectations.

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Brown (2006)

- When we receive an empathic response to a shame experience, the sense of connection and power is often increased, restored and/or sometimes strengthened;
- For the women in the study, connection was about mutual support, shared experiences, and the freedom and ability to explore and create options.

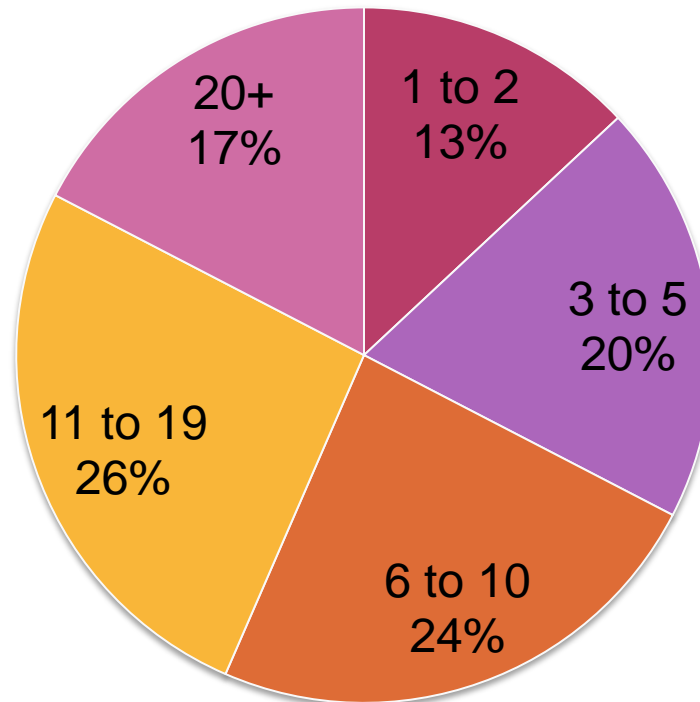
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Brown (2006)

- Strategies
 - help others identify personal vulnerabilities
 - increase critical awareness of the shame web
 - develop mutually empathic relationships that allow us to reach out to others
 - learn to speak shame

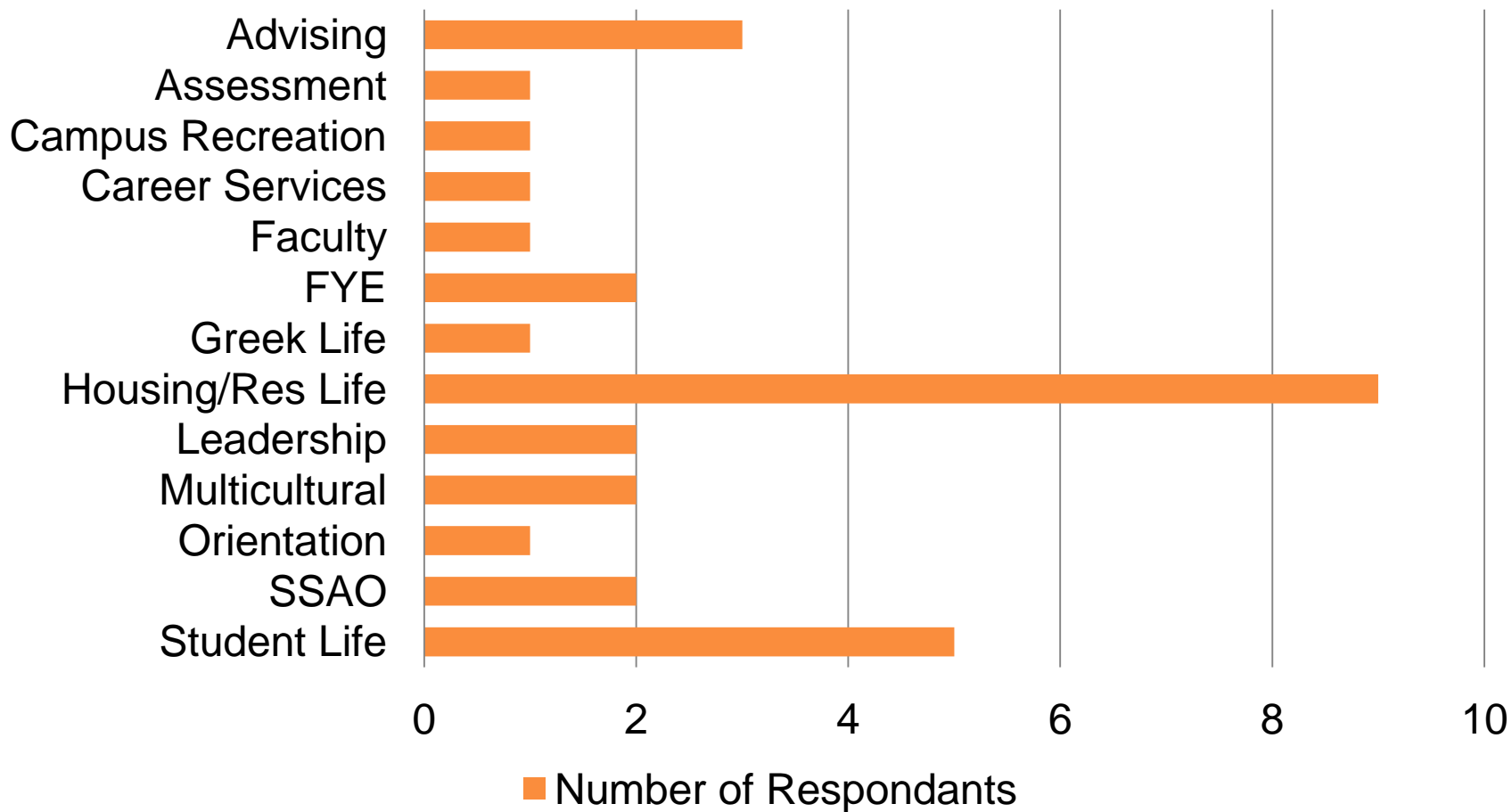
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Years of Professional Experience



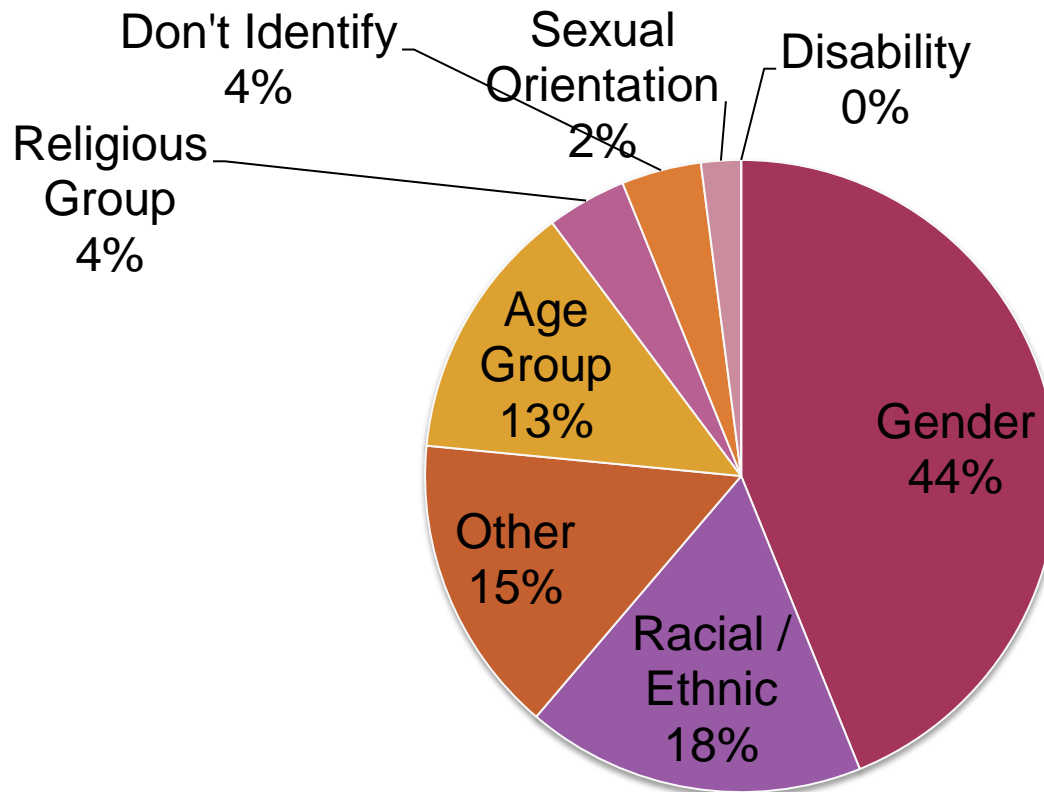
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Functional Area



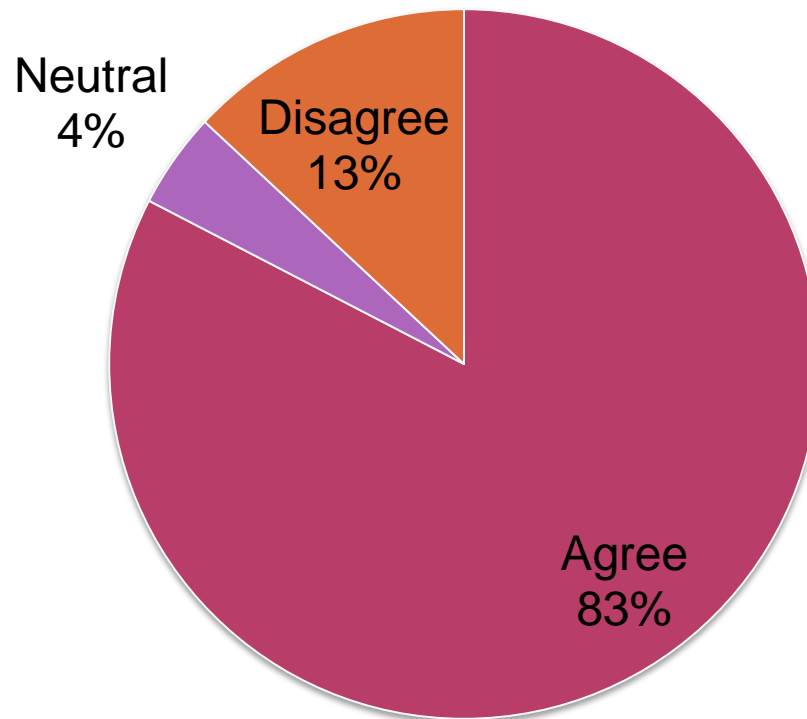
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Which group (if any) you most strongly identify with:



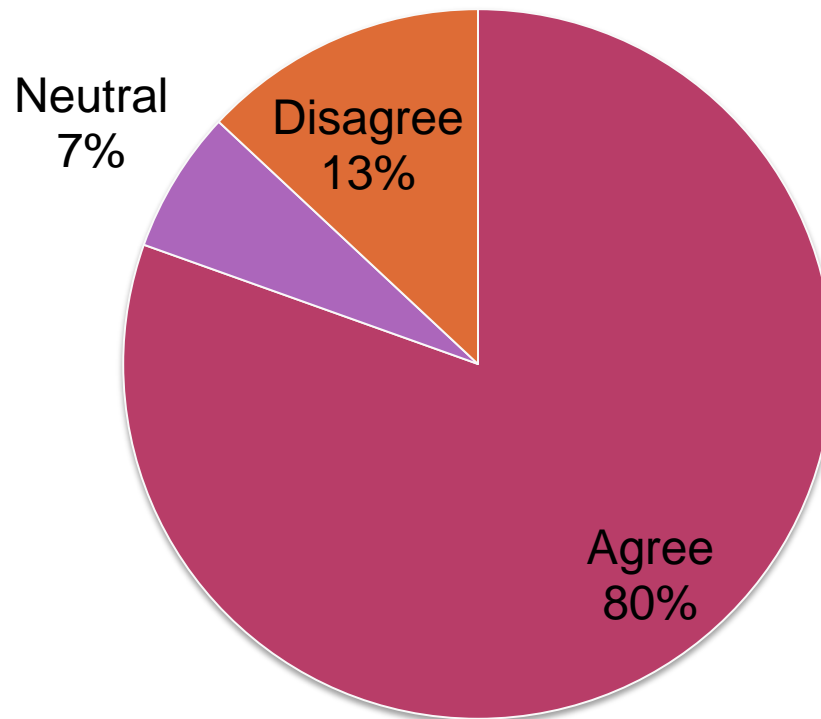
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I discuss this identity openly with my coworkers



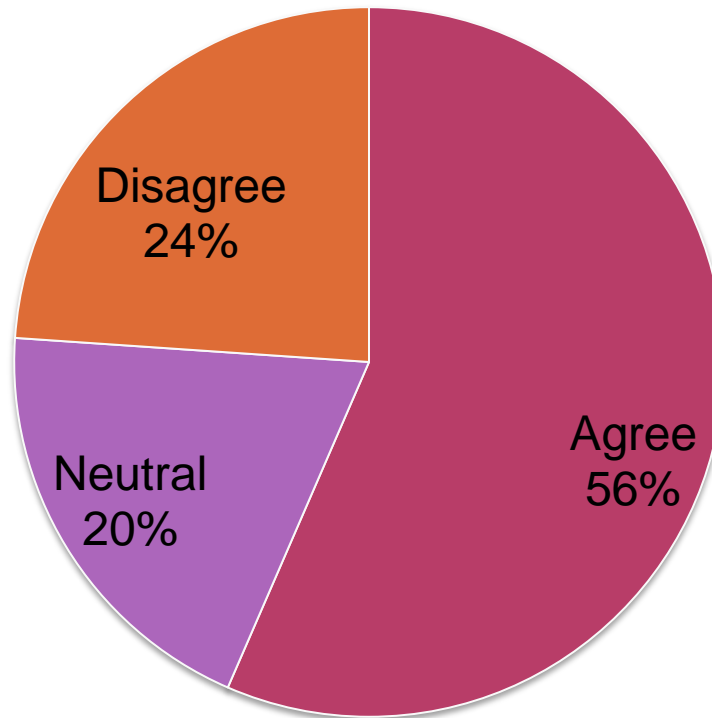
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I display signs of this identity



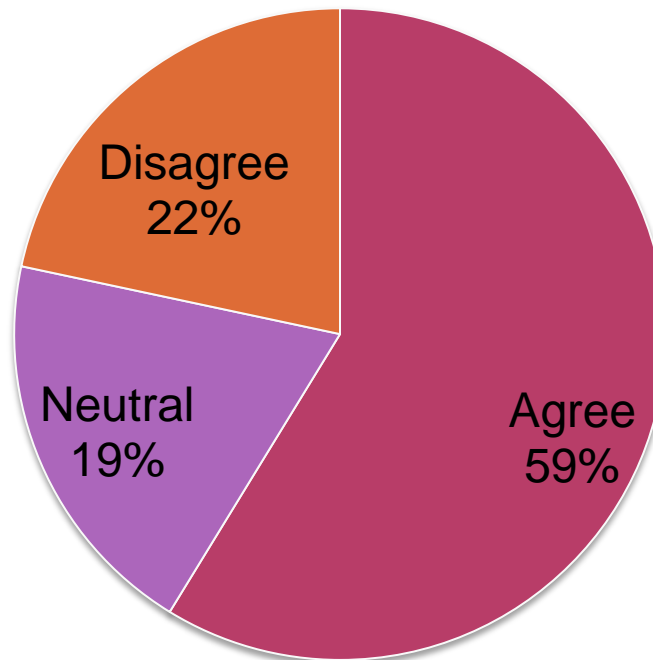
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I wear clothes or emblems reflecting this identity



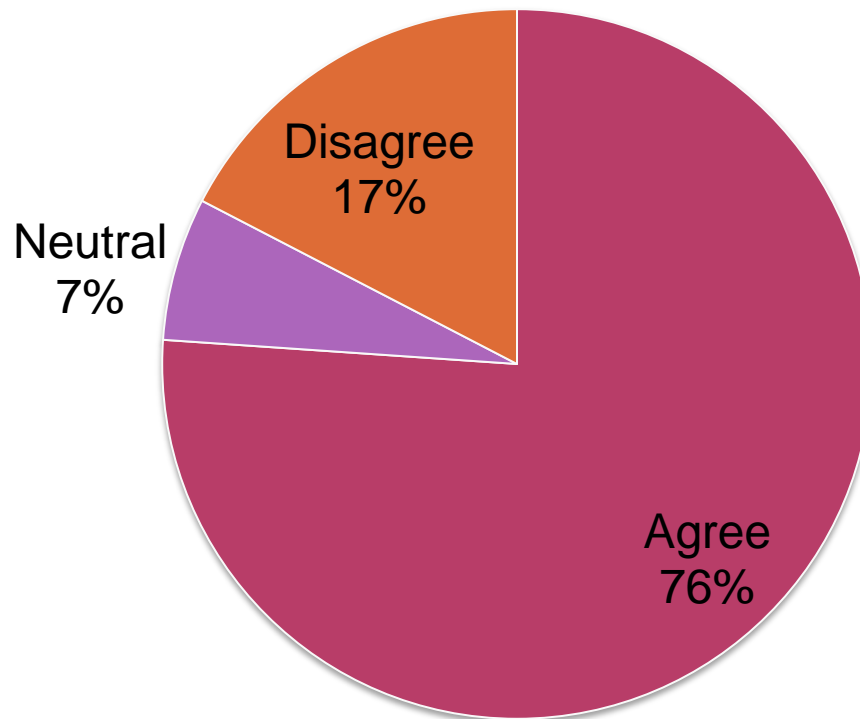
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**I celebrate meaningful dates related to this
identity at work**



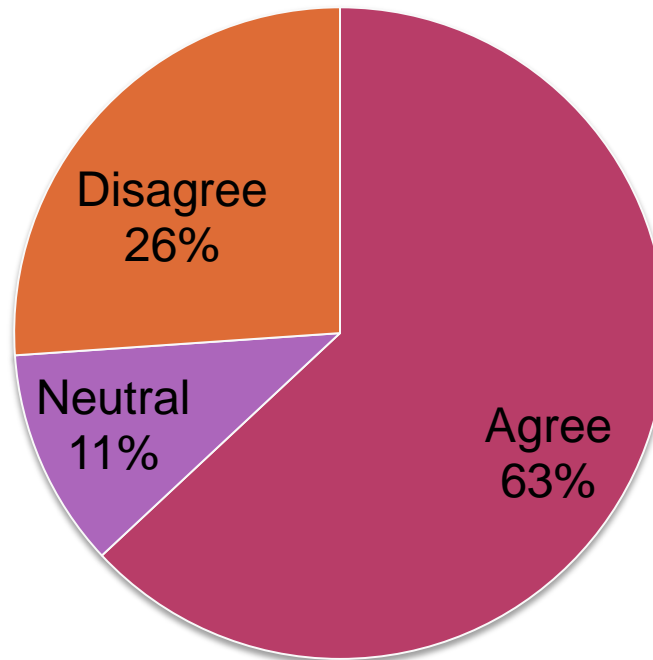
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I talk about this identity with my supervisor



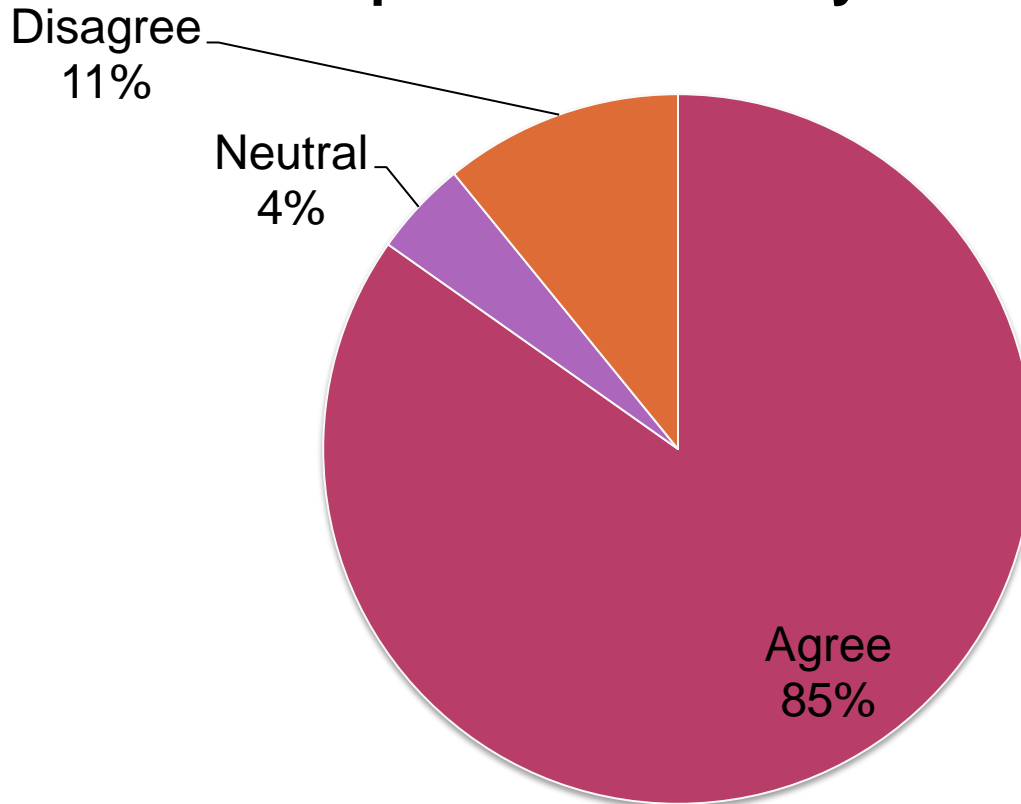
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Everyone I work with knows how important this identity is to me



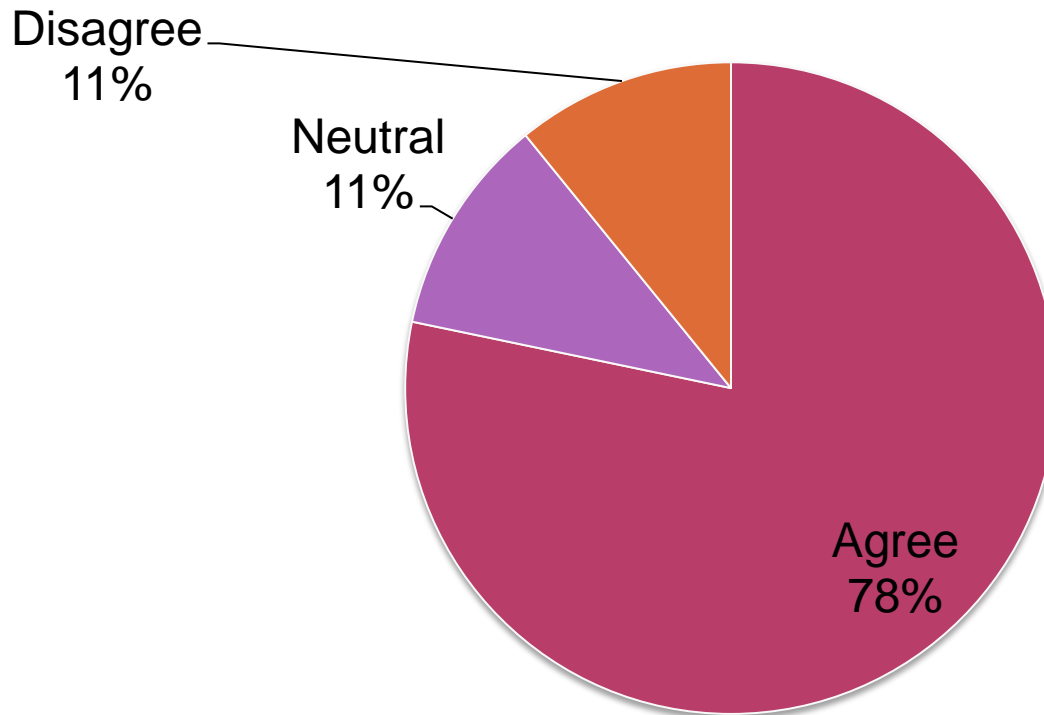
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I express this identity at work



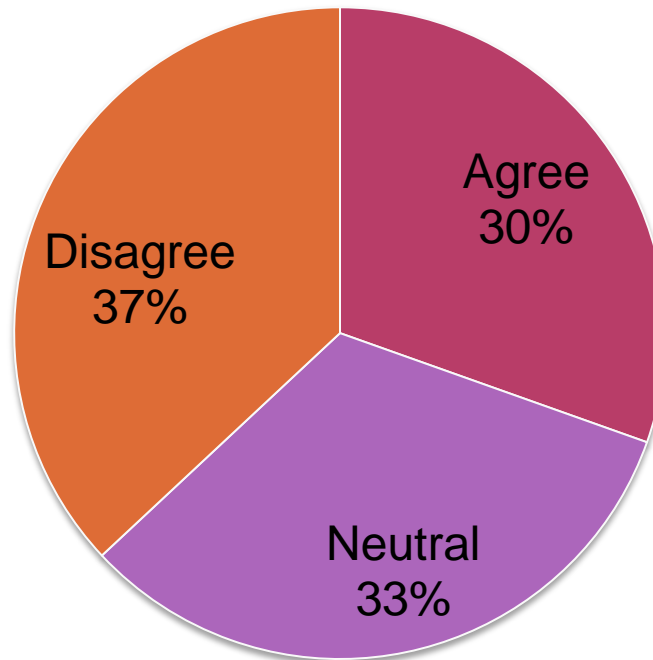
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I use the language, vernacular, or speech style of this identity at work



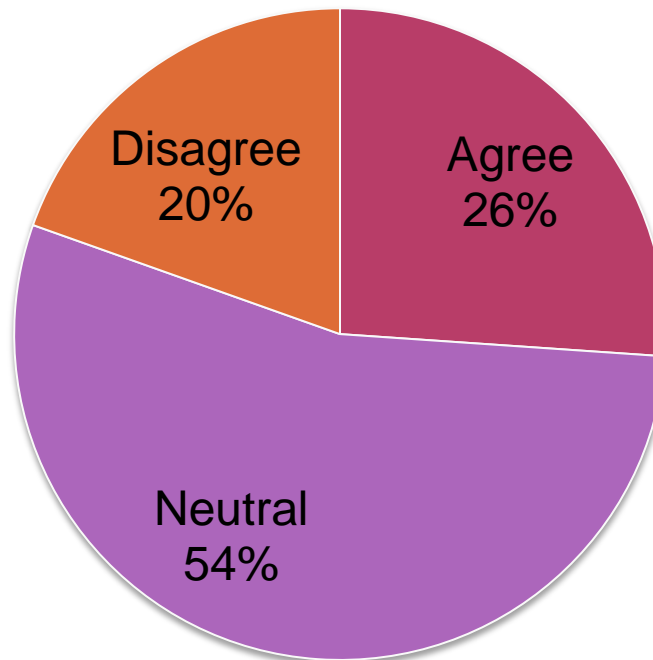
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I listen to music associated with this identity at work



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I consume food or drinks associated with this identity at work



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Pushing past the rules

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Resistance?
Support?

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Belonging.

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“Authenticity is ok, but professionalism is more important at work, and everyone’s comfort is equally valuable.”

“being authentic is one of the most important aspects of being a good student affairs professional”

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Discussion Guiding Questions

- Does your behaviour at work typically express your values? How? What if it does not?
- How do you uphold integrity at work when others don't value the same things as you?
- What affect does this have on you?

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Discussion Guiding Questions

- Have you ever had a negative experience from expressing your identity at work? What impact did it have on you?
- What do you do when your version of authenticity is “risky” at work?
- How do your identities impact your ability to wholeheartedly connect at work?

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Final Thoughts?

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