



ROGER WOLKOFF

All About **AUTHENTICITY**

You Do You:
Be Authentic in an Inauthentic
World
(COVID-19 Edition)




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Hi!

Thank you

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The background of the slide is a collage of four faded, semi-transparent images of business professionals. Top left: A group of people, including a man in a white shirt, are smiling and raising their hands in a celebratory gesture. Top right: A man in a light blue shirt and glasses is looking at a laptop screen, with a woman standing next to him. Bottom left: A woman with dark hair is smiling and looking towards the right. Bottom right: A man in a light blue shirt is pointing at a laptop screen while another person looks on.

step outside
yourself

so your teams, organizations
and communities become the
ones people don't leave

A red, handwritten signature that appears to read 'RW' or 'Roger Wolhoff' in a stylized, cursive font.

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Hi!



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Write your first name five times as fast as you can.

How fast do you think you did it?



CYA

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C
Y
A

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Challenge Your Assumptions

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None of this is normal!



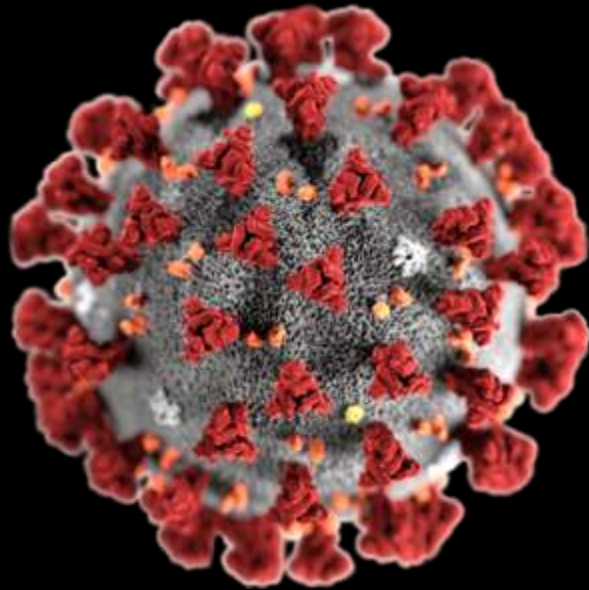


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The Matrix



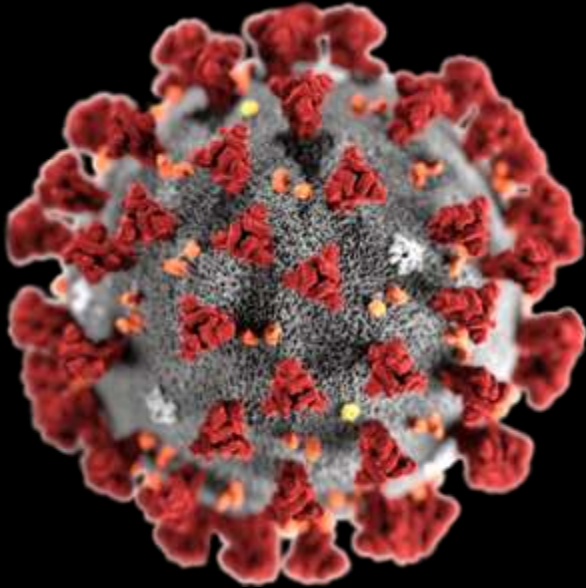
“An evil Artificial Intelligence creates the Matrix, a dream world that allows people to live a convincing, simulated life.”



“An evil virus causes us to live in a dream world, one that allows people to live a convincing, simulated life.”



“A cynical TV weatherman finds himself reliving the same day over and over again when he goes on location to the small town of Punxsutawney to film a report about their annual Groundhog Day.”



“An overly idealistic motivational speaker finds himself reliving the same day over and over again when he finds himself unable to leave his house or travel outside the confines of his city.”

new normal
new normals



Where are you working from today?

Mentimeter

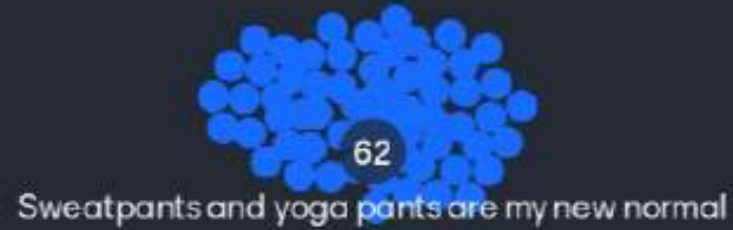
- Home
- Office
- Other workspace



Go to menti.com

Use this code:
73 98 00

What does your world look like today?





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45%

Americans who say the current
public health crisis has
worsened their mental health.

<https://www.kff.org/coronavirus-covid-19/issue-brief/the-implications-of-covid-19-for-mental-health-and-substance-use/>

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“Choose you.
Respect the who.”

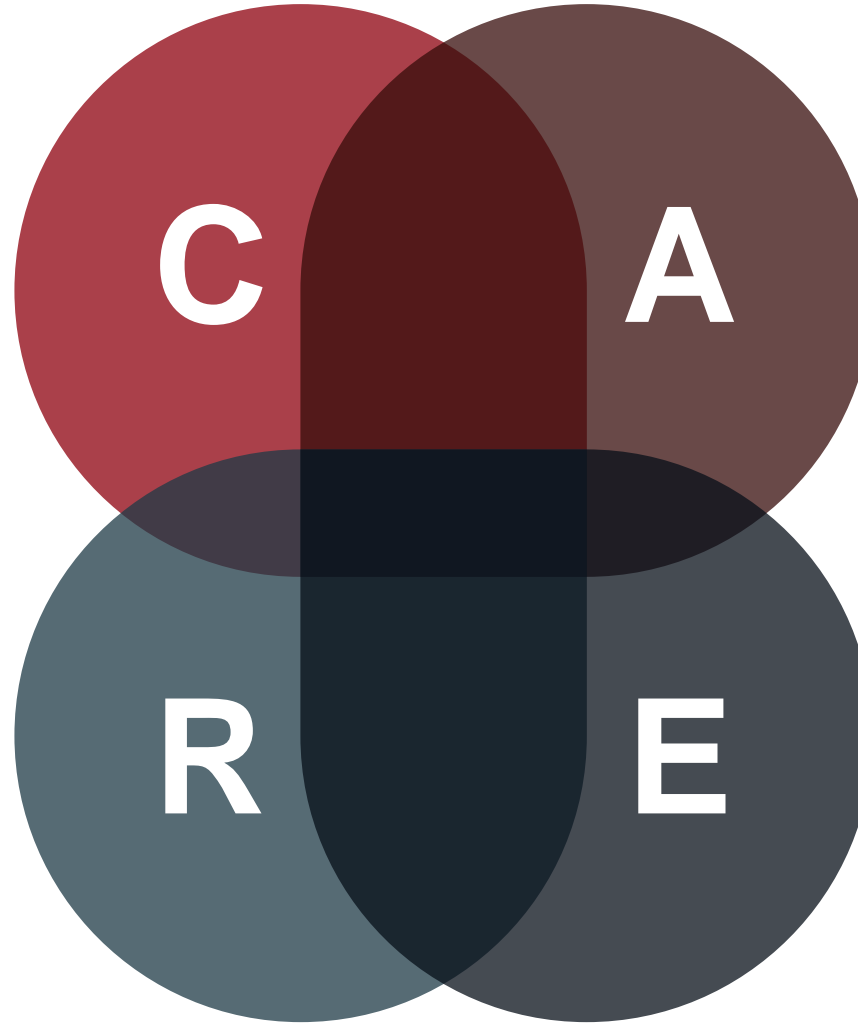
— *Nancy Kalsow*



C.A.R.E

A MODEL FOR WORKING THROUGH COVID-19 ISSUES

Change



Adapt

Resilience

Empathy



OPINIONS

we just have to share them with EVERYONE

We all have opinions.
We all have emotions.



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**SIX FEET
APART**



**Wear face
mask**

SAFE!



COURTESY: DIMENSIONS.GUIDE

STOP THE SPREAD OF GERMS

Wash your hands
often with soap
and water for at
least 20 seconds.







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What is your favorite way to celebrate with your teams?

Happy hour

Lunch

food

Food

Food

Go out and have fun

Lunches are great!

Food

Happy hour and a fun activity

Special outing or recognition with leadership

Pizza party

cash rewards and trophies

Get togethers

Lunch at restaurant

Beer & brats

Cake

Outings

Happy hour

What is your favorite way to celebrate with your teams?

happy hour

Video happy hour

Lesiure activity

Drink and appetizer after work

Drinks

Party

Pizza party

Lunch

Happy hour

Dinner out

Inclusive eTreat

lunch

Food

Food

Food

Gather together - usually around food and/or drinks.

Food & drinks

Verbal recognition

What is your favorite way to celebrate with your teams?

Dinner

Go to the local pub. Or do a virtual happy hour.

Bring in lunch

Break from the daily routine with some munchies

Lunch

BBQ party

Go out to lunch

Hiking

Happy hour

eat a meal together

Sport event

Outings

Pozza

Cheers

Email

Lunch

Pizza party

Thank you gifts!

What is your favorite way to celebrate with your teams?

Lunch

treatsnext time individually wrapped

Recognition

Happy hour

Happy hour fun

Pizza

Gifts

Ice cream

Golf outing

Lunch together

Out for social time and drinks

Dinner

Happy hour, share photos of last vacations

Happy Hour!

Lunch or dinner

Lunch. Social.

Happy Hour

Happy Hour

What is your favorite way to celebrate with your teams?

shared meal

Backyard social distancing party

Dinner, team outing, award presentation

Virtual Happy Hour

Lunch out

Food

Virtual happy hour with gift cards

Happy hour

Gift cards

Happy Hour, lunch,

Food, drinks

Food

Business impact

meal

Team building activities

Lunch

Happy hour!

Gift certificates

What is your favorite way to celebrate with your teams?

Get togethers

Recognition letter

Chocolates

Virtual happy hour

Offsite meeting

Lunch

Volunteer Event

Happy hour

Group outing

Food

Cake

Food

Lunch party

Sharing a cocktail

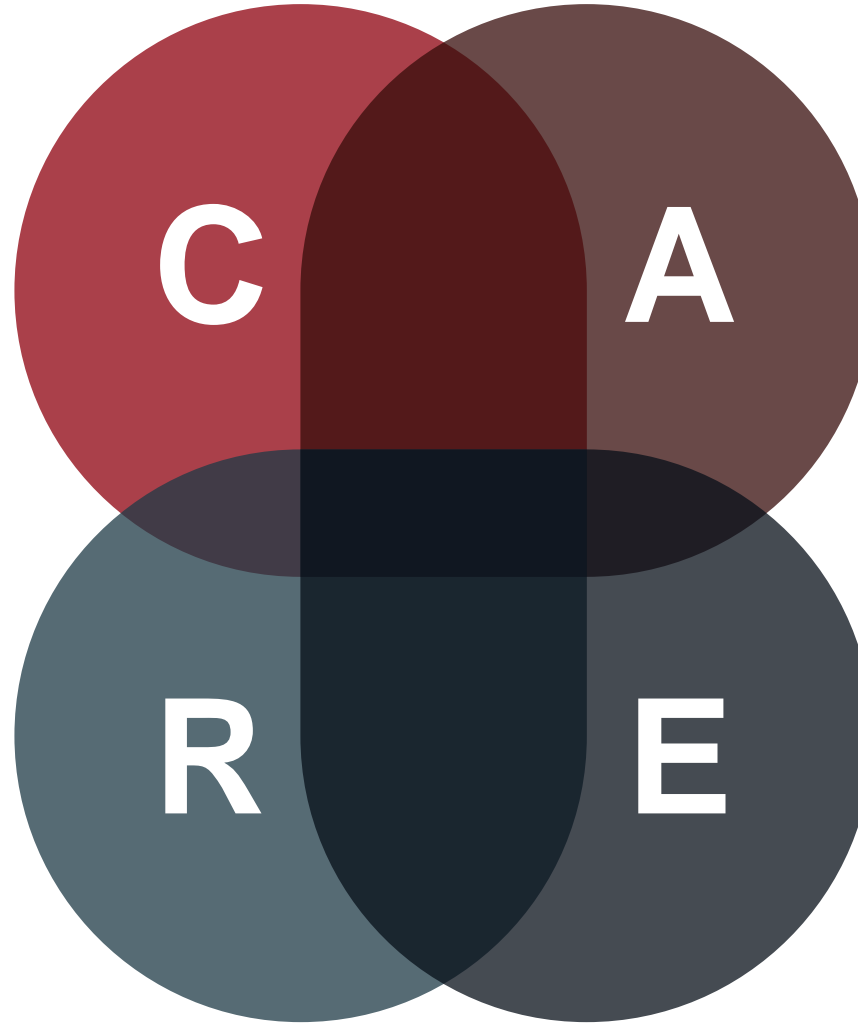
Take a break from work and go out to eat

Virtual Lunches and Happy Hours

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What you do matters!

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change (noun):
the act or instance of making
or becoming different.

Rate yourself on these statements about change:





Physical Indications of Fight or Flight Response



dilated pupils

trembling

pale or flushed skin

rapid heart beat
and breathing

verywell



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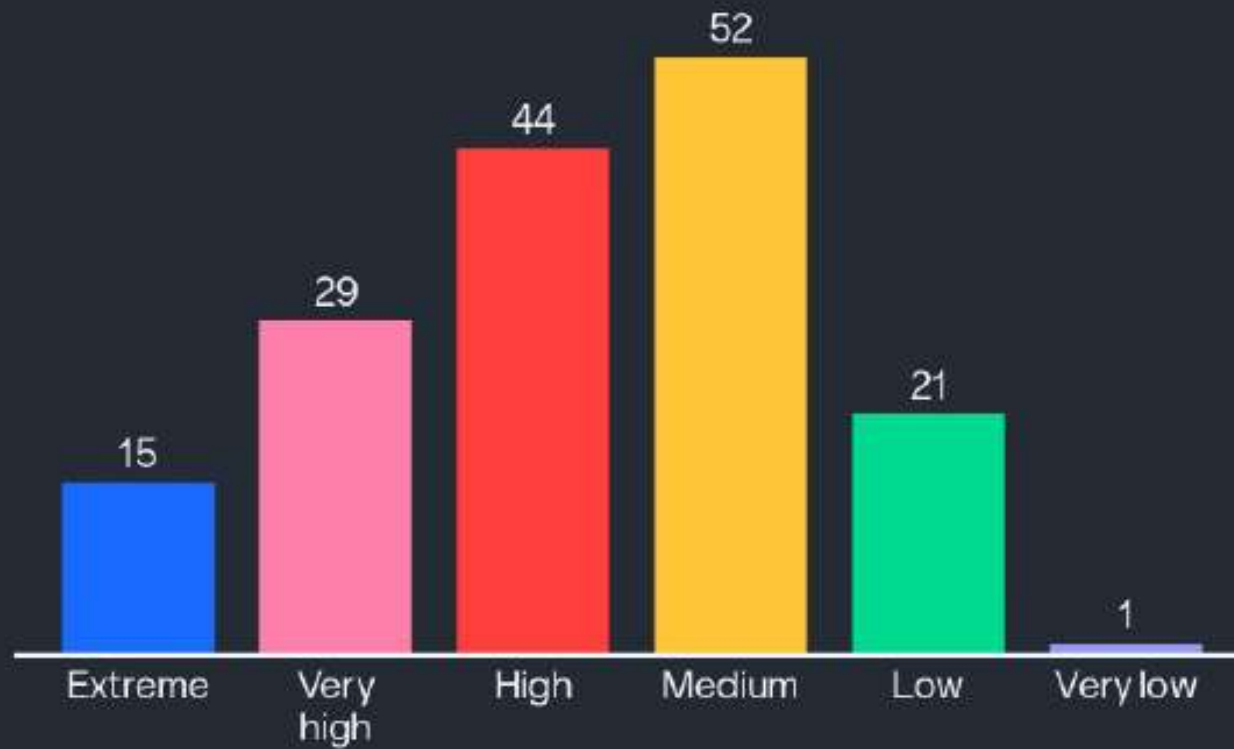
Ignore
Resist
Reject
Accept
Embrace



What has your stress level
been like in the last week?



What has your stress level been this past week?



**change (noun):
a new or refreshingly
different experience.**

**change (verb):
make or become different.**

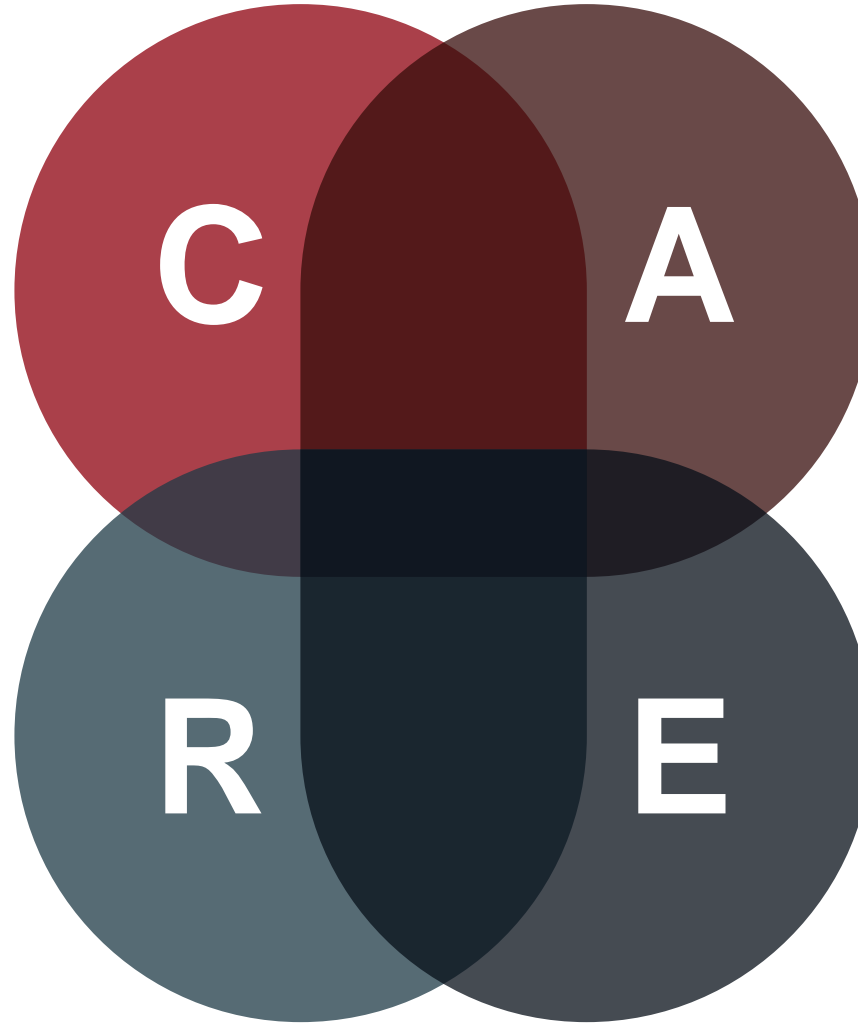


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**adapt (verb):
become adjusted to new
conditions.**

Who has had to adapt to
change recently, like in the
past week?

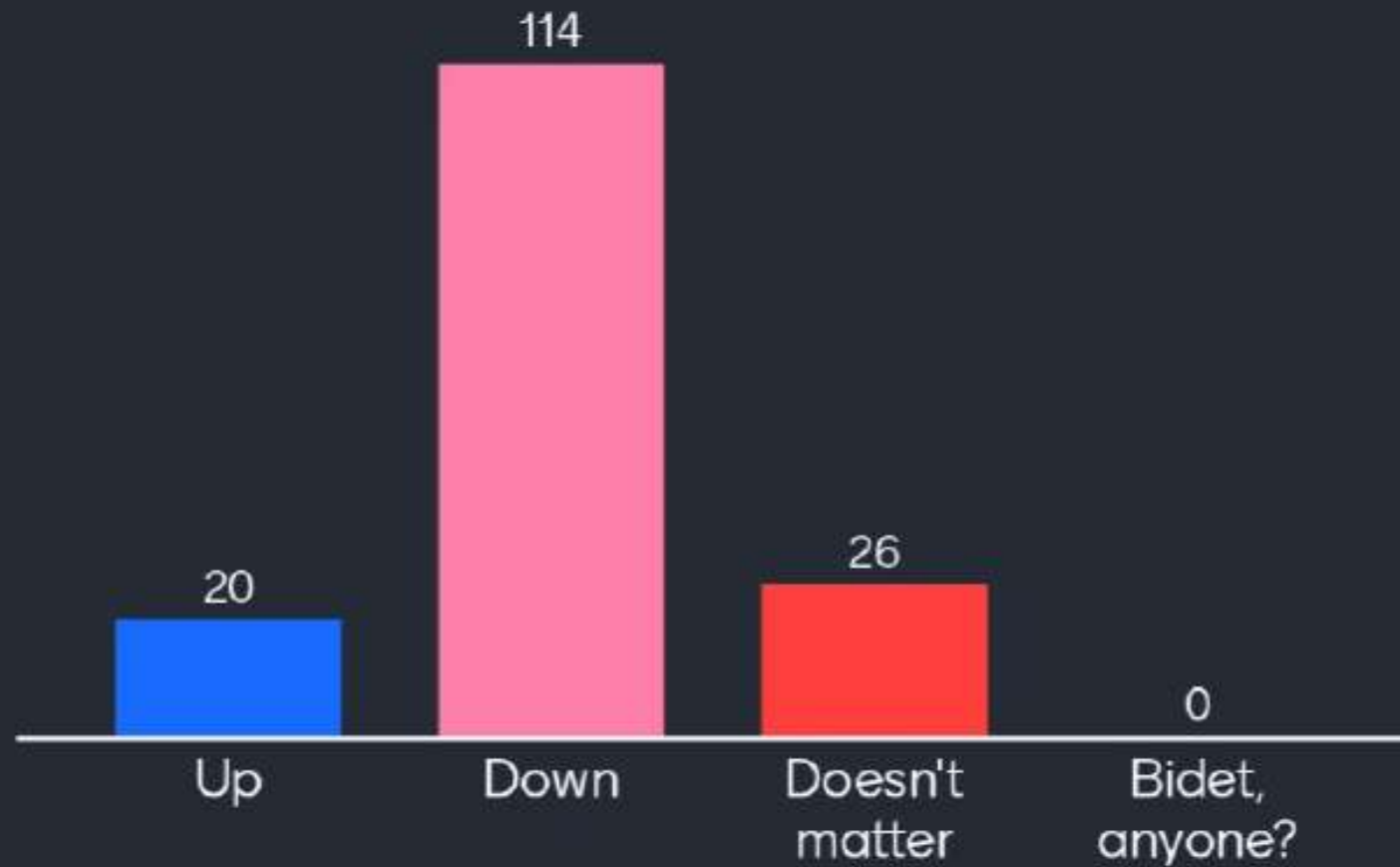


Speaking of adapt...



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Should the toilet seat be up or down?



Strategies to Adapt



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Think Opposite



MINDSET

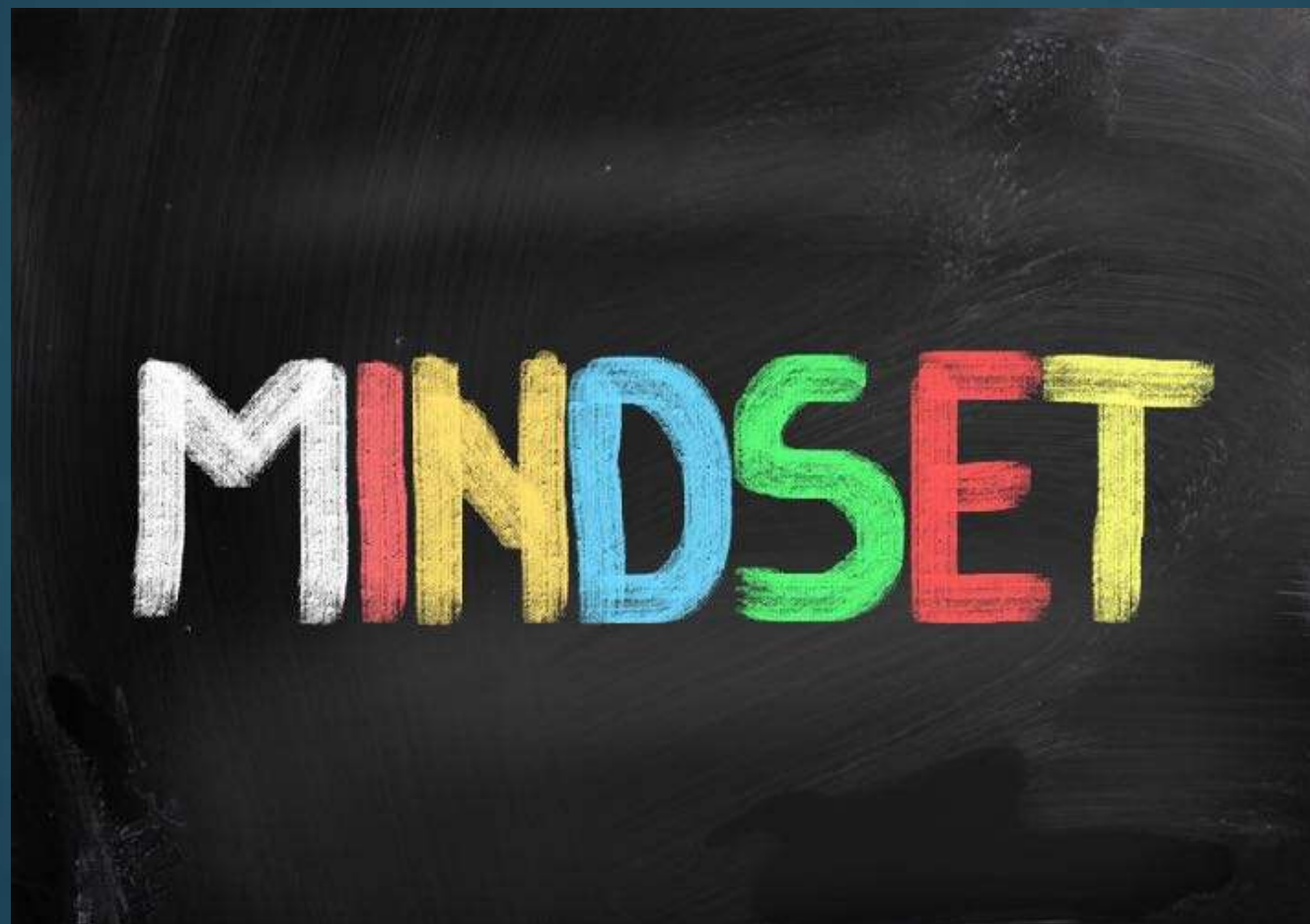
~~Can't
Do
It~~

Can
Do
It

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“I have to ____.”

“I get to ____.”



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**“If you think you can
do a thing or think
you can't do a thing,
you're right.”**

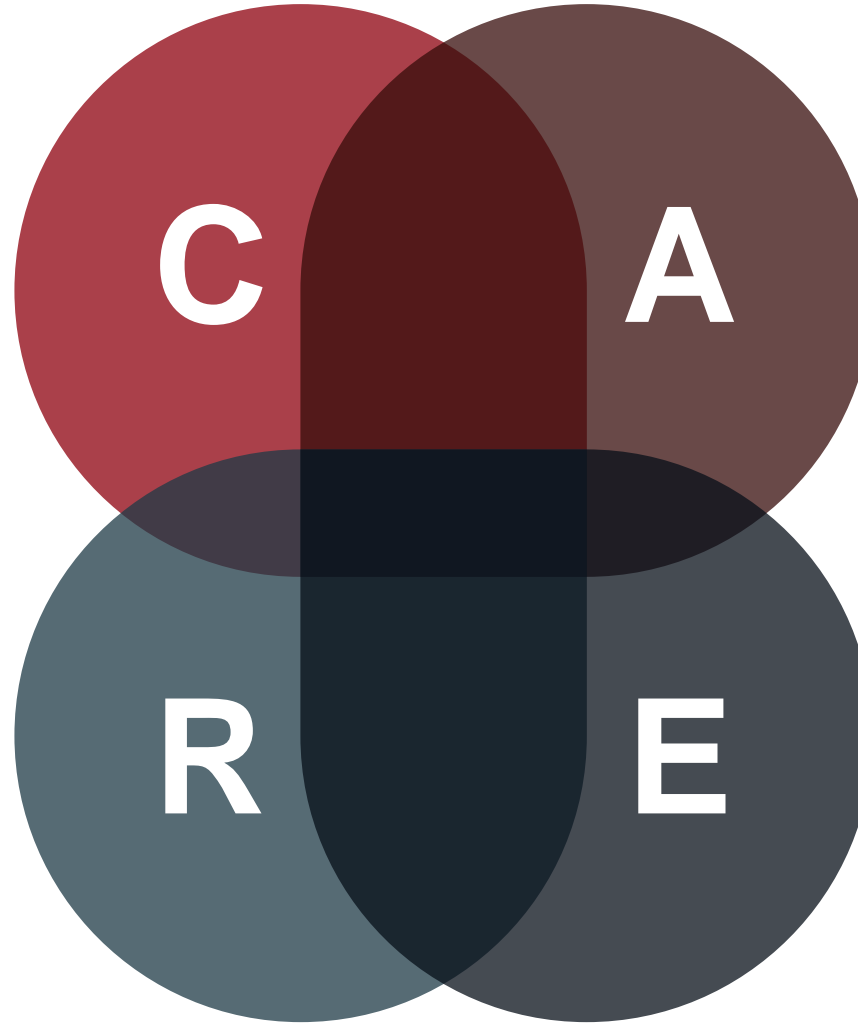
Henry Ford

**adapt (verb):
make (something) suitable
for a new use or purpose**

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**resilient (adjective):
able to withstand or recover
quickly from difficult
conditions.**



Kristin Lesko - https://www.huffpost.com/entry/what-is-radical-acceptance-how-it-helps-pandemic_l_5eda9f83c5b640424ef71891

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Radical Acceptance

letting go of the struggle with reality
and allowing reality to be just as it is



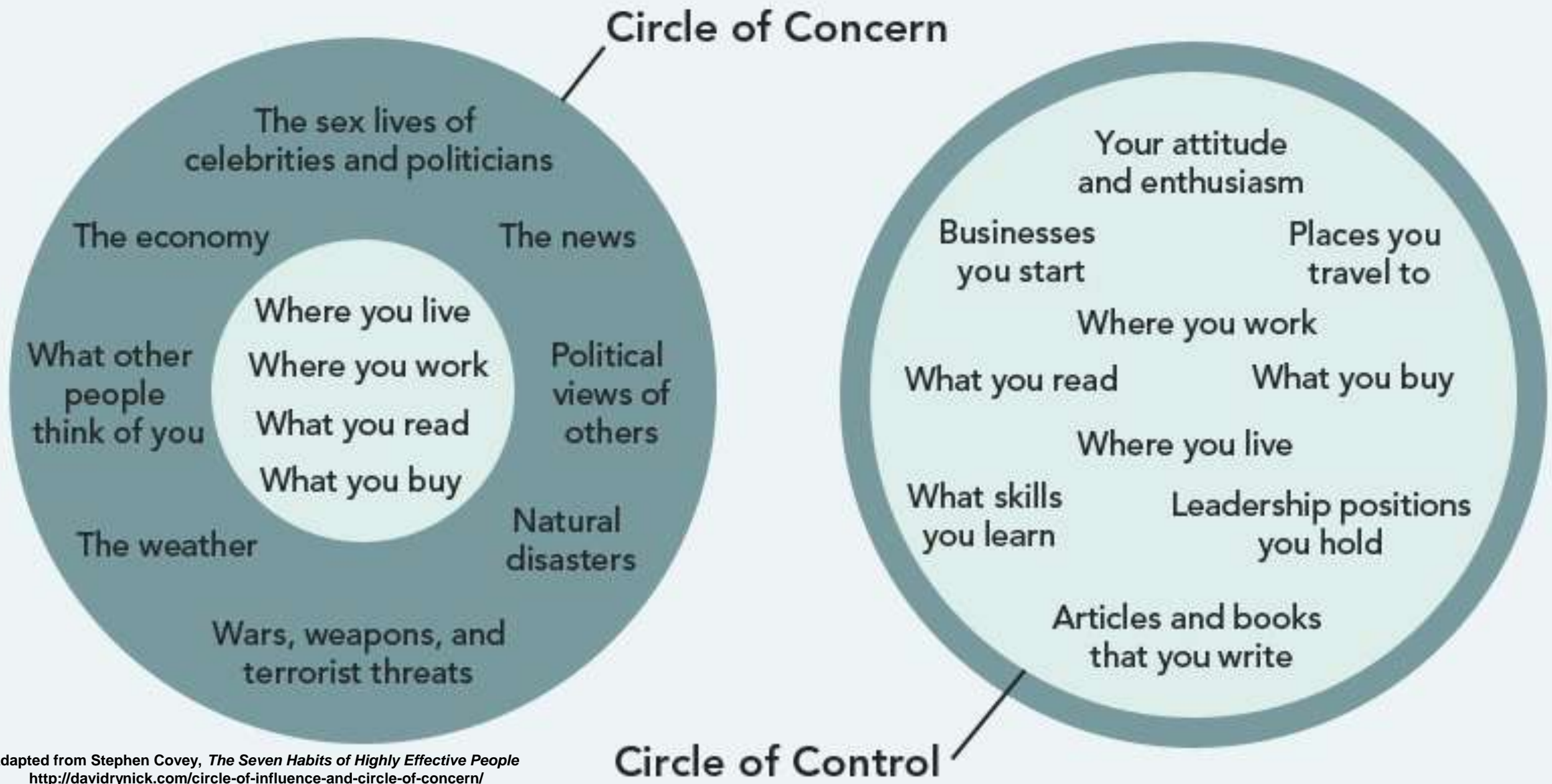
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If you've been resilient in the
last three months, stand up
right now and clap for
yourself.



Gas shortages
High interest rates
9/11
Great Recession





Adapted from Stephen Covey, *The Seven Habits of Highly Effective People*
<http://davidrynick.com/circle-of-influence-and-circle-of-concern/>

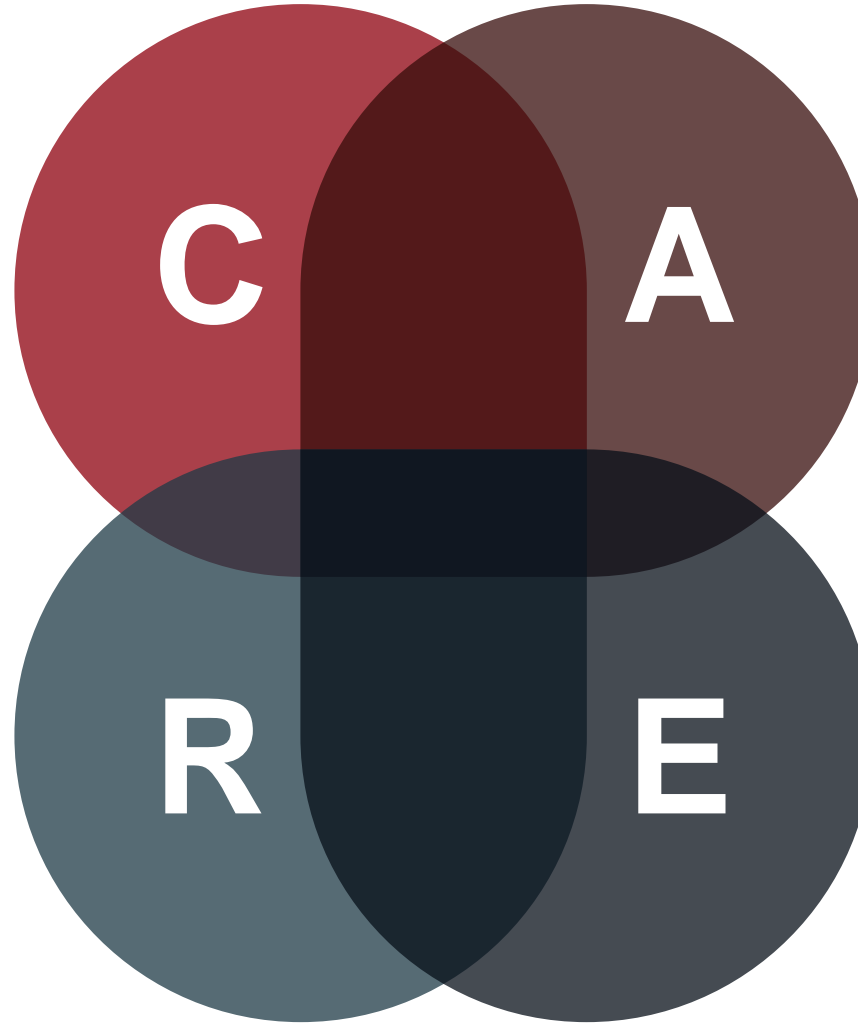


**resilient (adjective):
able to recoil or spring back
into shape after bending,
stretching, or being
compressed.**

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empathy (noun):
the ability to understand and
share the feelings of another



Space and Grace



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TRUST

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What to Ask Instead of ‘How Are You?’ During a Pandemic

“What am I interrupting?
““Are you still holding up okay?”
“What’s your day been like so far?”

Ashley Feters, <https://www.theatlantic.com/family/archive/2020/04/should-i-still-say-how-are-you-during-a-pandemic/610639/>

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Check in



Tell me more.

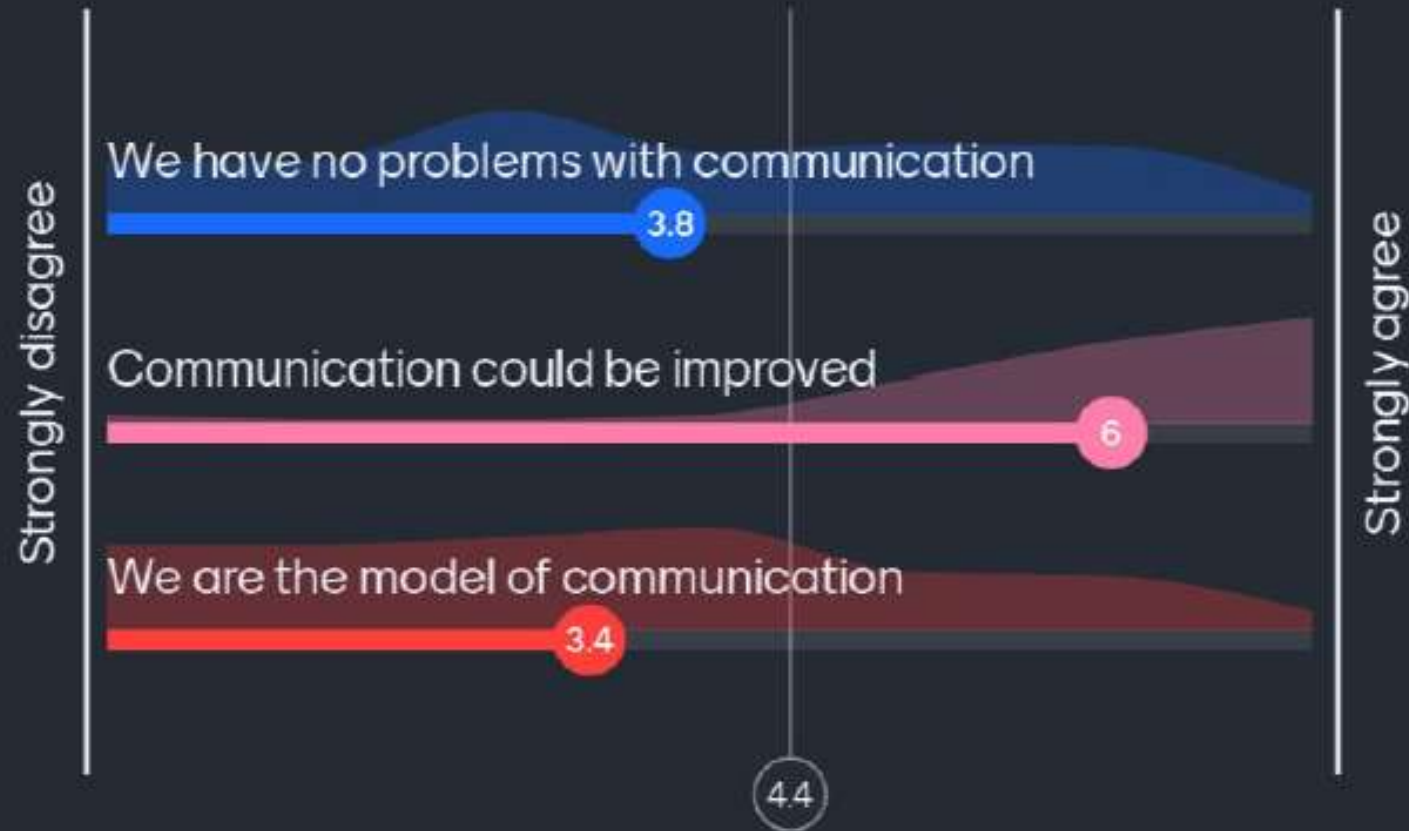
What does that look
like for you?

What outcomes are
there?

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How would you rate these statements about communication on your projects



**What is the best thing that
happened to you so far today?**

The best thing that happened to me so far today is...

Saw my family

Smiles

Spend time with my kids

Stayed out of rain

Dinner

Being open to new theories

Went out to eat

This seminar

This presentation.

Home made pizza

Your program!

A good review

I sat outside with my dog.

Attending this presentation 😊

I handled change better than I have in the past.

I am healthy

I have worked out every day.

Received response on something i had been waiting for a week

The best thing that happened to me so far today is...

I had a useful conversation with boss that included real communication

job offer

dinner with my family

put my feet on the floor

I got my car tire patched from the screw .

Was encouraged by a friend

Scheduled first haircut in 4 months

Good job lead

Lunch with puppy

Talked to wife and son

Reading a book

Great news about a relative who was sick

new job opportunity

Good job interview!

Interviewed for 2 jobs

Sun shined

Saw a new photo of my infant son

I had time to mow my yard

The best thing that happened to me so far today is...

Time outside with my family

I got some great news from family.

I woke up!

Son passed driving test for his permit

Went Camping

Removal of embedded heart monitor

Cleaned the condo.

I thought it was Tuesday :)

Tolerance level increased with new normal

Something personal...seeing my daughter in her graduation cap and gown.

Wished a friend Happy Birthday

great meeting with prospective new company

I got a nap in

Black lives matter!

Took a shower

someone on my team admired my desire to jump in and learn

Church

i was able to juggle multiple things remotely

The best thing that happened to me so far today is...

Have not experienced anything I could not handle.

Efficient with my time

Productive

Working from the lake house

Able to walk twice

Picked peonies from my garden

I met with Challenger, Gray and Christmas to help me get a new job.

Team diversity & inclusion activity

Connected with family member

My daughter did something super nice for her friends

100% completed a critical project today.
Yes.

My superiors are understanding my point of view.

Surprise gift arrived at my door.

Time with my best friend

Got done what I needed to get done

I was able to understand difference between manage quality and control quality

Organized the house

got off work

The best thing that happened to me so far today is...

Had lunch with my sister

This meeting!

Walking the dogs

my back pain went away

Worked peacefully

Pet my dog

This meeting

My husband cooked delicious meal

Made a few connections that may lead to a job

Slept well last night

Walking the dog

Spending time with my family and connected with them

Took a nap

Did volunteering work

Completing two projects successfully

Figured out the issue with my deck lights

Organize a TEDx

Home made dinner

The best thing that happened to me so far today is...

I was able to continue working and enjoying time at home with my spouse. This is a trial run for retirement.

I was able to spend time with my family.

Boot camp

Work out

Connected with coworker

I had genuine heartfelt conversations with 2 people today.

Issues resolved

I got to eat Ice cream!

Got to eat Jackfruit

Unconditional assistance given

New drivers license

Dedicated time to learn

Saw my son

Learning something new

Great mtg

Slept in

Possible interviews on the horizon.

got chance to see persons in my church face-to-face

The best thing that happened to me so far today is...

Got to get my hair done

Did my morning meditation

Zoom

Realization that Re-opening is happening!

Family bonding

Fed the pups and they were patient and quiet..

I saw some extended family today.

I laughed!

Bike ride!

Worked usual hours

Talking with family

This presentation

Midday nap

My husband's cooking
Being employed.
This meeting

My idea was accepted and appreciated

Learning more about Project Management
at PM Expo today.

My son picked up his cap and gown

Talking with my wife, after having an
accomplishing day. (Next: this webinar.)

The best thing that happened to me so far today is...

A coworker validated my feelings about a problem

Fixed my tyre

Completed home improvement project

Work coordination was executed as planned

Good meetings

Someone loved what I sent to them.

This meeting and presentation

I heard from someone by email

I shared something difficult and my manager listened.

Dinner with family

Job Interview

I am with my family

Talking with my sister

I plowed through my to do list - not all but quite a bit!

Test

I got up and decided to make it a great day!!!

Attending. Great presentation. Worth it

watched my daughter's 8th grade promotion ceremony online.

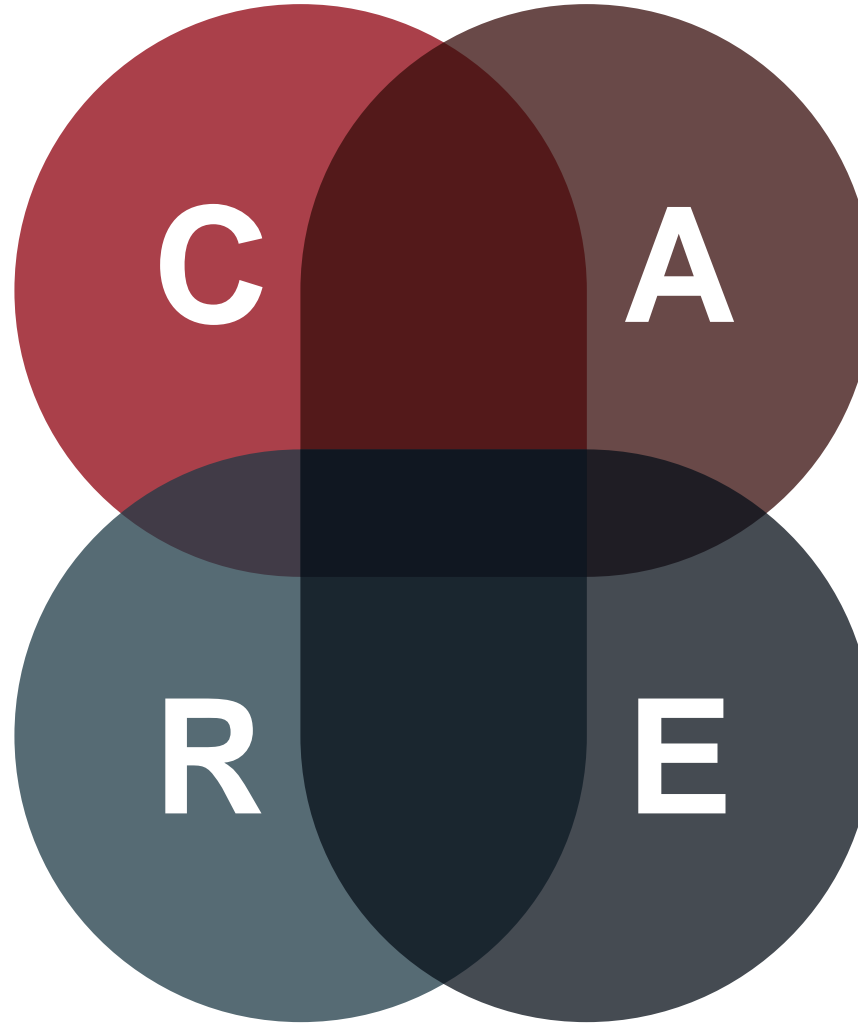


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yourself

so your teams, organizations
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ones people don't leave

A red, handwritten signature that appears to be 'RW' or 'Roger Wolcott'.

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RogerWolkoff &
AllAboutAuthenticity



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Thank You!

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