


# SELF & SELF-SACRIFICIAL LEADERSHIP: BUILDING INTERNAL CAPACITY FOR SERVING AND CREATING INSTITUTIONAL CHANGE (OCTOBER 18, 2022)

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### **Self-Leadership**

Developing behavioral & psychological strategies to increase effectiveness, being able to better self-regulate and align more with personal intrinsic motivations

### **Authenticity**

Authenticity is the healthy alignment between internal values and beliefs and external behavior. It is making life decisions that reflect your ethics, values, and personality.

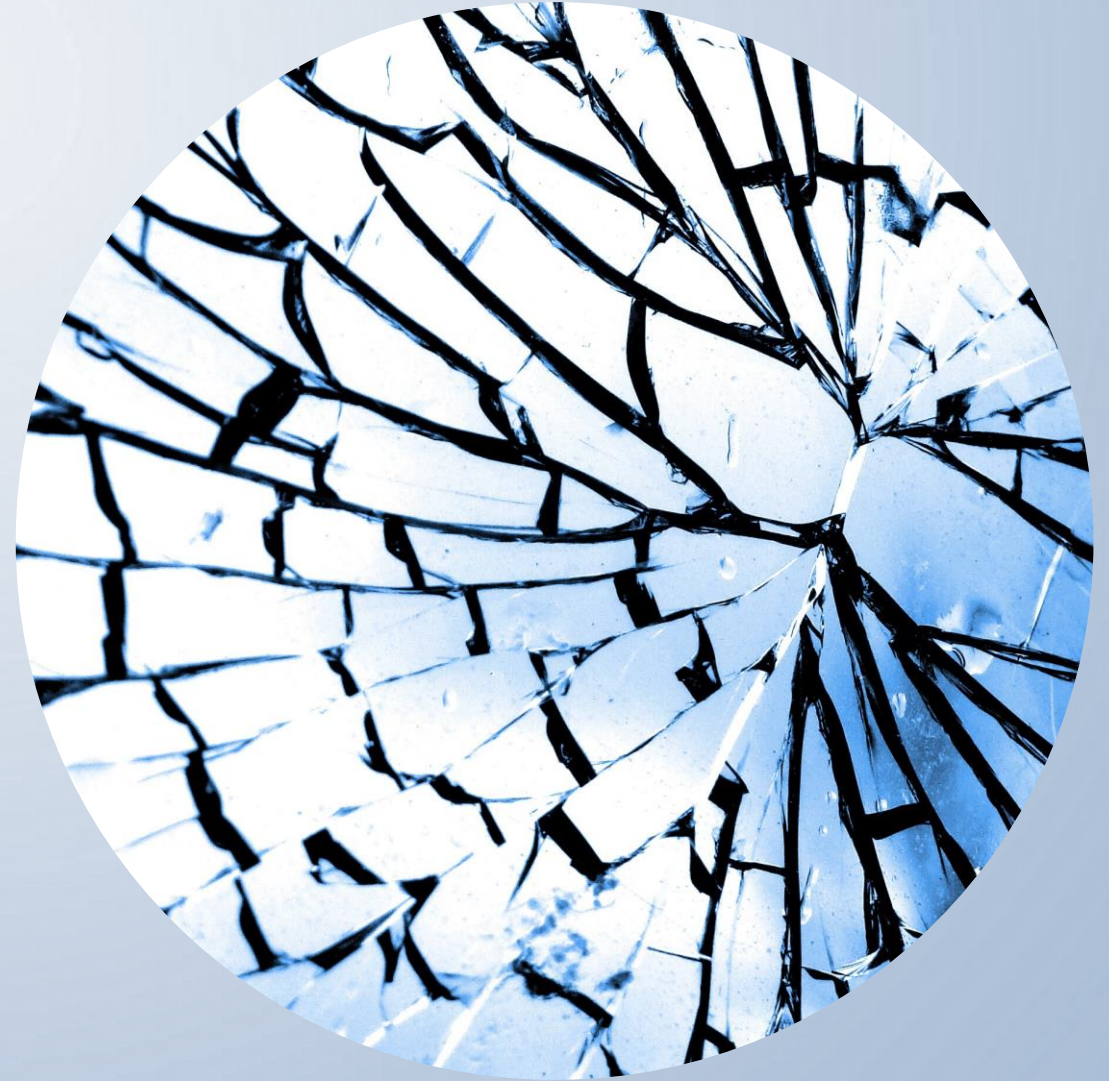
### **Self-Sacrificial Leadership**





# WHO AM I? WHO WAS I? WHO IS THIS STRANGER IN THE MIRROR?

A REVIEW OF FINDINGS FROM TRANS RESEARCH: HOW I GOT  
TO THIS.



# PREPARATION

## THINGS TO KEEP IN MIND

- KNOW & ACKNOWLEDGE YOURSELF  
(STRENGTH AND AREAS OF GROWTH)
- LEARN TO IDENTIFY AND HONOR THOSE  
PIECES OF SELF THAT NEED MODIFICATION
- RECOGNIZE HOW THESE “PIECES” AFFECT  
YOU AND OTHERS
- MAKE A COMMITMENT TO TACKLE ONE AT A  
TIME.
- BE COURAGEOUS, KNOWING IT IS NOT  
OVER-NIGHT OR EASY, AND WILL INVOLVE  
FAILING





**GETTING THERE:**  
FEELINGS ON THE  
INSIDE—ACTIONS ON  
THE OUTER

WE RUSH TO GET HOME OR THE GYM  
TO WORK OUT OR TO HAVE THAT DRINK,  
OR CRY

BUT WE ARE SLOW TO SAY,

***“NOW IS MY TIME”***



# THE CHANGING ROOM

A SAFE QUIET PLACE WITH A MIRROR  
TO SIT QUIETLY,  
TO OBSERVE YOURSELF,  
SPEAK OUTLOUD TO YOURSELF,  
TO GET TO KNOW YOURSELF,  
TO JUST BE.





# GETTING IN AND LOOKING UP

WE CRAWL TOWARD CHANGE...LIKE IT'S  
A BATTLE. WHEN WE GET THERE, WE  
WANT TO HIDE FROM OURSELVES.



Tuesday, February 2, 20

# LEARN TO EMBRACE THE MIRROR

Lessons from persons identifying as Transsexual

Get comfortable LOOKING, not glancing

Seeing BEYOND the image

Emotionally & **Spiritually** connecting with ALL of you –

Experiencing what you see, &

Being comfortable with “uncomfortable” realizations

Practice, Practice, Practice





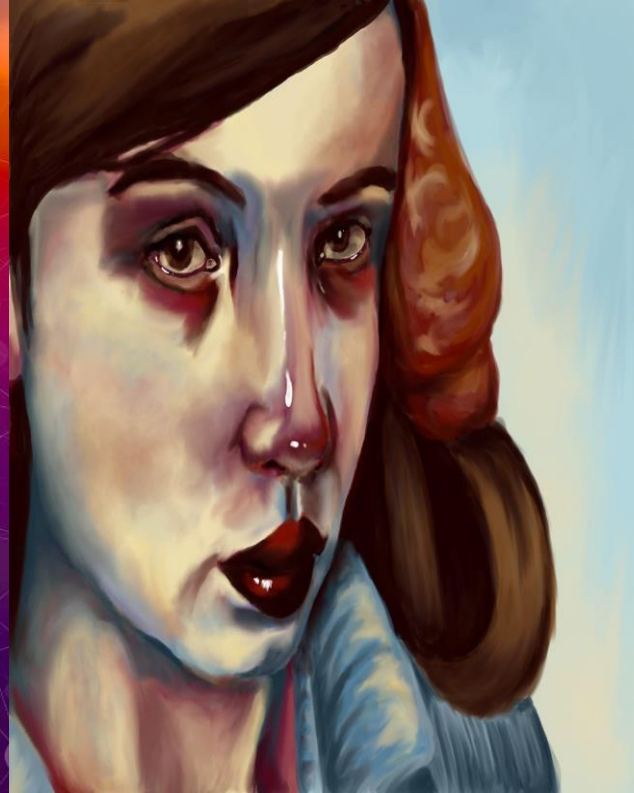
# KNOW & ACKNOWLEDGE YOURSELF (STRENGTH AND AREAS OF GROWTH)

ONLY WITH HONESTY CAN YOU BE VULNERABLE ENOUGH  
TO BEGIN THE JOURNEY

STRONG ENOUGH TO ENDURE THE FAILURES.

JOURNAL, DO CREATIVE WRITING, CREATE AFFIRMATIONS,  
SURROUND YOURSELF WITH “**MIRROR TALK**” –





GENTLY IDENTIFY AND HONOR THOSE PIECES OF  
SELF THAT NEED ATTENTION.

DO NOT TURN AWAY


SPEAK TO THE MIRROR – VERBALIZE IT TO  
YOURSELF WHILE LOOKING IN THE MIRROR

DOCUMENT

## Shaping the Clay and Spirituality:

We are to keep ourselves open to the  
shaping of the clay—a way to help us  
find our divine purpose, not to change  
our soul.





## RECOGNIZE HOW, WHEN AND WHERE THESE “PIECES” AFFECT YOU AND OTHERS

- ▶ WHERE ARE YOU WHEN YOU BEGIN FEELING SICK, AFRAID, & ANGRY?
- ▶ ARE THERE TIMES WHEN YOU FEEL THESE WAYS MORE OFTEN?
- ▶ HOW IS YOUR BEHAVIOR AFFECTED? HOW DO YOU COPE?
- ▶ BE HONEST WHILE LOOKING AT YOURSELF AND BE ACCEPTING
- ▶ **DECLARE YOUR DISCOVERIES OUT LOUD TO YOURSELF AND THE MIRROR!**

# MAKING THE BEST CHOICE


## EXAMPLE:

I WANT TO QUIT MY JOB, BUT I LOVE SOCIAL WORK.

I FEEL SICK AND ANGRY WHEN I GET TO WORK,  
ESPECIALLY WHEN I AM FORCED TO DO SOMETHING I  
KNOW IS WRONG (MORAL DISTRESS). BUT NO ONE  
EVER SAYS ANYTHING.

I WANT TO SAY SOMETHING, BUT I AM AFRAID. I FEEL  
LIKE SCREAMING

HOW CAN I BECOME LESS AFRAID AND MORE MYSELF?



Choose ONE  
Not 10 packed into  
one

Be Committed  
& **Practice**

What is the root  
of my pain?  
Examine  
Carefully



# BE COURAGEOUS

Lay out where you want to be

Let yourself take it slow, planning

Let yourself imagine what success will look like—

What are you doing?

Where are you?

Who else is there?

What are you saying and in what tone of voice?

How do you feel inside?

How do you look on the outside?



# PROGRESS: FEMINIZATION OF FTM FACIAL FEATURES



## BEGINNING

AFRAID TO SEE

I FEEL FEAR

I FEEL SHAME

I FEEL DOUBT



## READY

I'M AFRAID TO  
BEGIN BUT SICK  
OF HOW IT IS, SO  
I CAN EITHER  
IMPROVE OR STAY  
MISERABLE



## GETTING EASIER

I AM STILL AFRAID BUT  
MAKING  
PROGRESS AND  
PRACTICING BEING  
WHO I WANT TO  
BECOME



## TODAY

TODAY WAS  
AMAZING. I FOUND  
MY VOICE AND  
WAS AUTHENTIC IN  
SPEAKING MY  
TRUTH



# PROGRESS

LOOK



**BEGINNING**

AFRAID TO SEE

I FEEL FEAR

I FEEL SHAME

I FEEL DOUBT

ACKNOWLEDGE



**READY**

I'M AFRAID TO BEGIN  
BUT SICK OF HOW  
IT IS, SO I CAN  
EITHER IMPROVE  
OR STAY MISERABLE  
AND QUIT A JOB I  
LOVE

PRACTICE



**GETTING EASIER**

I AM STILL AFRAID  
BUT MAKING  
PROGRESS AND  
PRACTICING  
BEING WHO I  
WANT TO  
BECOME

PRACTICE

ENCOURAGE



**TODAY**

TODAY WAS  
AMAZING. I FOUND  
MY VOICE AND  
WAS AUTHENTIC IN  
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TRUTH



## SELF-SACRIFICIAL LEADERSHIP

- NOT ONLY DID I STAND UP FOR MYSELF, BUT I ALSO STOOD UP FOR MY CO-WORKERS AND THE PATIENTS. DURING A CASE STAFFING, I STOOD UP AND DISAGREED WITH A PROPOSED PLAN OF CARE! TODAY THAT PATIENT IS STILL LIVING A PRODUCTIVE LIFE. I FEEL BETTER ABOUT MYSELF AND MY CO-WORKERS SEE HOW SELF-ADVOCACY WORKS.

