

# *The Courage to Go Together*

***THREE QUESTIONS TO CHANGE HOW  
YOU WORK, LIVE AND LEAD***

***PRESENTED BY***

*Shola Richards*  
Founder & CEO, Go Together Global



“If you want to go fast, go alone.  
If you want to go far, go together.”  
**UBUNTU**

-AFRICAN PROVERB

**70%** of the global workforce say  
that this has been the most  
stressful 12 months of their lives,  
and **78%** say that their mental  
health has been affected.

-Oracle Corporation and Workplace Intelligence

1. Is it kind?

2. Is it true?

3. Is it necessary?



**Please take  
responsibility for the  
energy you bring into  
this space.**

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**Your words matter. Your behaviors  
matter. Our patients and our teams  
matter.**

**Take a slow, deep breath and make sure  
your energy is in check before entering.**

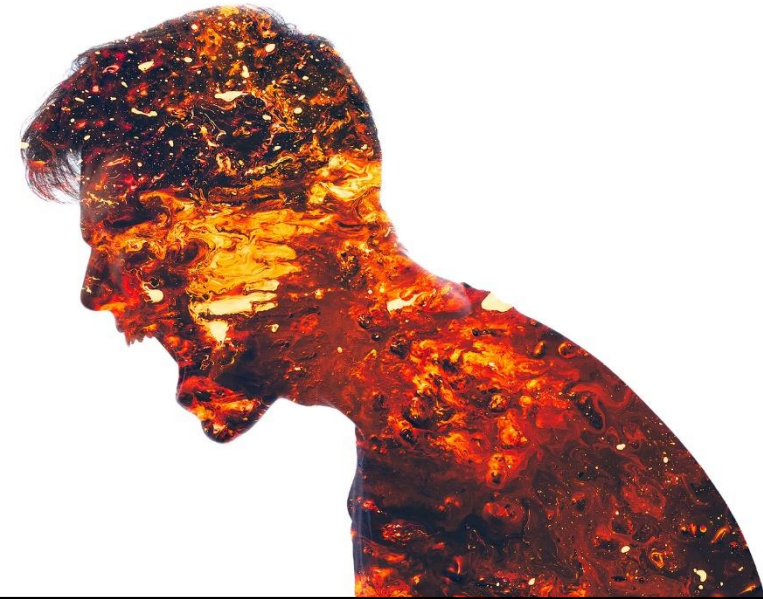
**Thank you.**

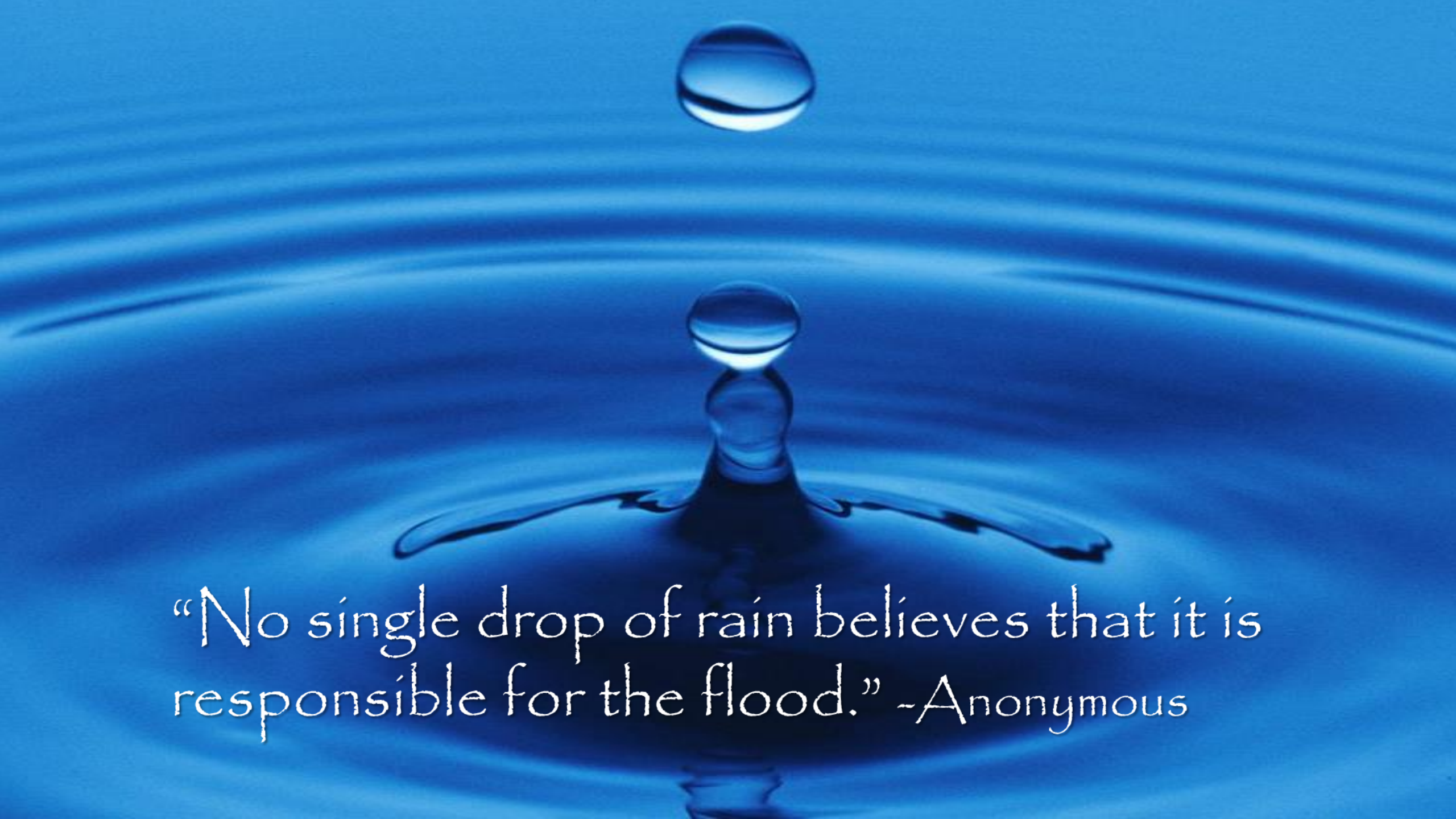


Indiana University Health

# ***INCIVILITY IN ACTION***

- ◆ Yelling or raising your voice
- ◆ Belittling a colleague, the work done by a colleague, or both
- ◆ Gaslighting someone after they have been targeted by a discriminatory comment
- ◆ Spreading rumors or gossiping about others
- ◆ Passive-aggressiveness
- ◆ Stealing (or “forgetting”) to share credit for a job well done
- ◆ Casting blame on others for your own mistakes
- ◆ Criticizing people in front of others
- ◆ Interrupting others, being dismissive or condescending





“No single drop of rain believes that it is responsible for the flood.” -Anonymous



QUOTE BY RAE SMITH  
THE LOVE YOU UNEXPECTEDLY FIND

LIFE  
IS WAY  
TOO SHORT  
TO SPEND  
ANOTHER DAY  
AT WAR  
WITH YOURSELF.



# ***ACTIVELY PRACTICING SELF-KINDNESS***

- ◆ Maintaining healthy boundaries (saying “No”)
- ◆ Removing yourself from toxic relationships
- ◆ Prioritizing rest and fully unplugging while on vacation
- ◆ Reducing (or eliminating) the time spent watching cable news or spent on social media
- ◆ Making healthy food choices and/or exercising
- ◆ Forgiving others (and yourself, if necessary)
- ◆ Asking for help and/or reaching out to a therapist
- ◆ Refusing to numb yourself and/or justify unhealthy behavior because of all of the good things that you’re doing for others

***TOUGH LOVE  
SELF-CARE***



1. Is it kind?

2. Is it true?

3. Is it necessary?



***TRUST***

A bright sun is positioned in the upper right quadrant of the image, casting a soft glow across the sky. The sky is a vibrant blue, filled with numerous white, fluffy clouds of varying sizes and densities. The overall atmosphere is bright and clear.

***CONNECT TO YOUR HIGHER SELF***



***CONNECT TO YOUR HIRE SELF***

# **COMMITMENT**

**MEANS STAYING LOYAL TO  
WHAT YOU SAID YOU WERE  
GOING TO DO, LONG AFTER  
THE MOOD YOU SAID IT IN  
HAS LEFT YOU.**

# ***PSYCHOLOGICAL SAFETY***

***“A belief that one will not be punished or humiliated for speaking up with ideas, questions, concerns or mistakes.”***

***-Amy Edmonson, Harvard Business School Professor***



1. Is it kind?

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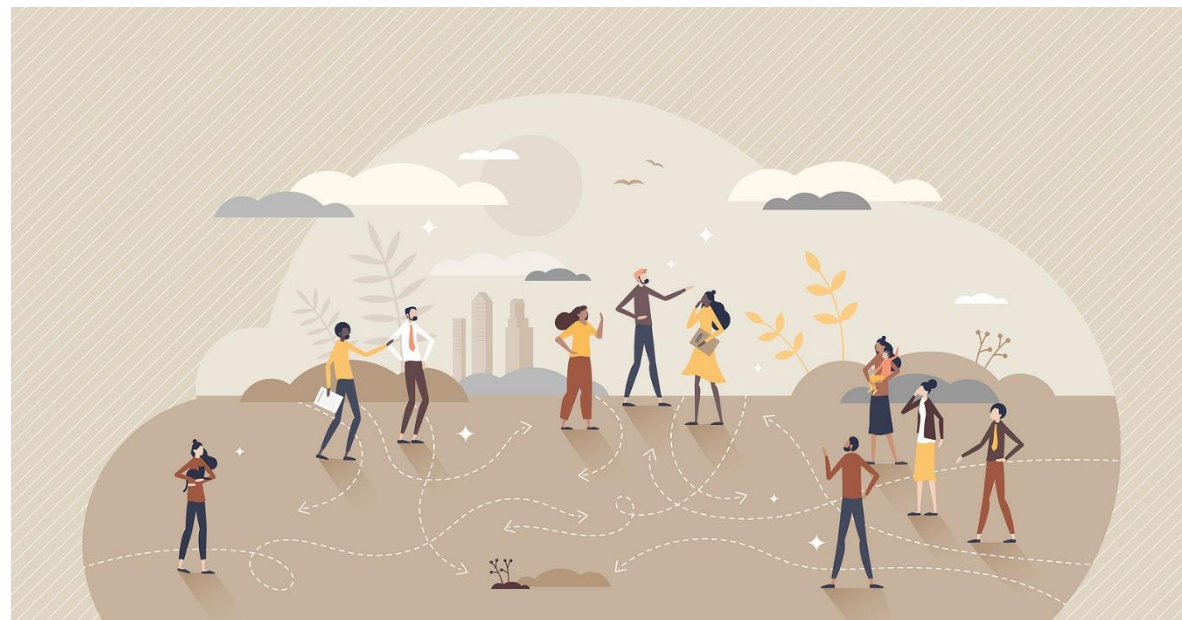
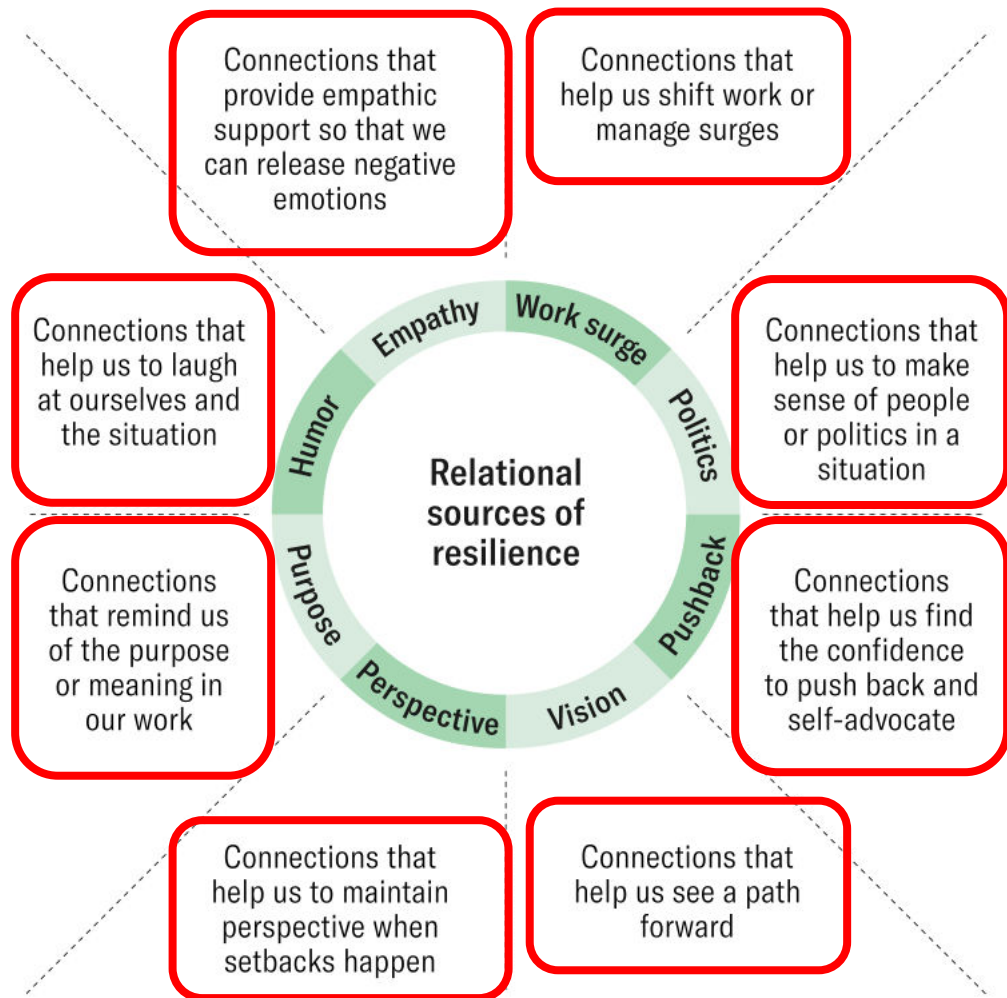




# ***THE BUFFALO VS. THE COW***



# THE NECESSITY OF GOING TOGETHER



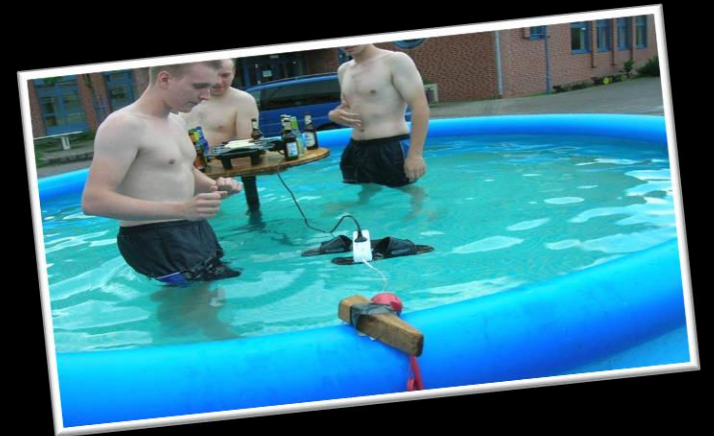
**Source:** Rob Cross, Karen Dillon and Danna Greenberg  
HARVARD BUSINESS REVIEW



# ***THE DUNNING-KRUGER EFFECT***

***75% of Americans believe that incivility has reached crisis levels in the United States***

***BUT...***



***94% of Americans believe that they are always or usually polite and respectful to others***

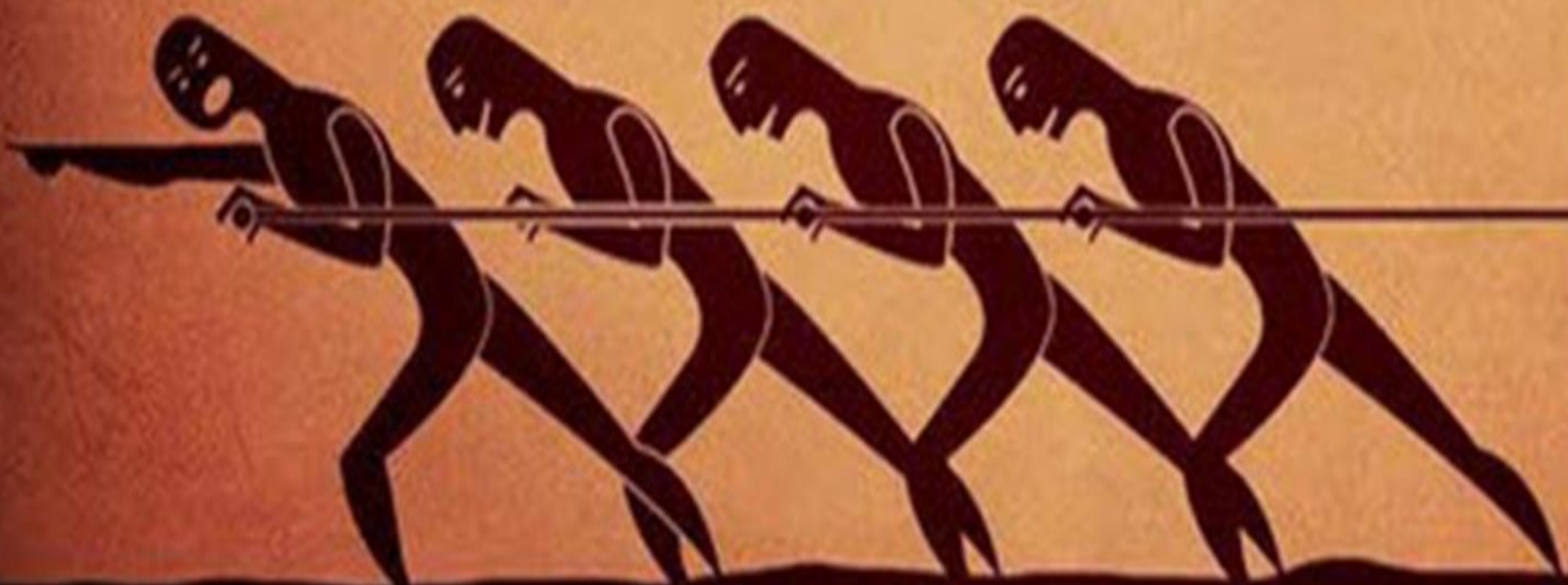
1. Is it kind?

*“Yeah but...how can I stay focused on these three questions when work and life becomes really hard?”*

3. Is it necessary?

JUST TODAY

# LEADER



MISSION

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# KEEP IN TOUCH!



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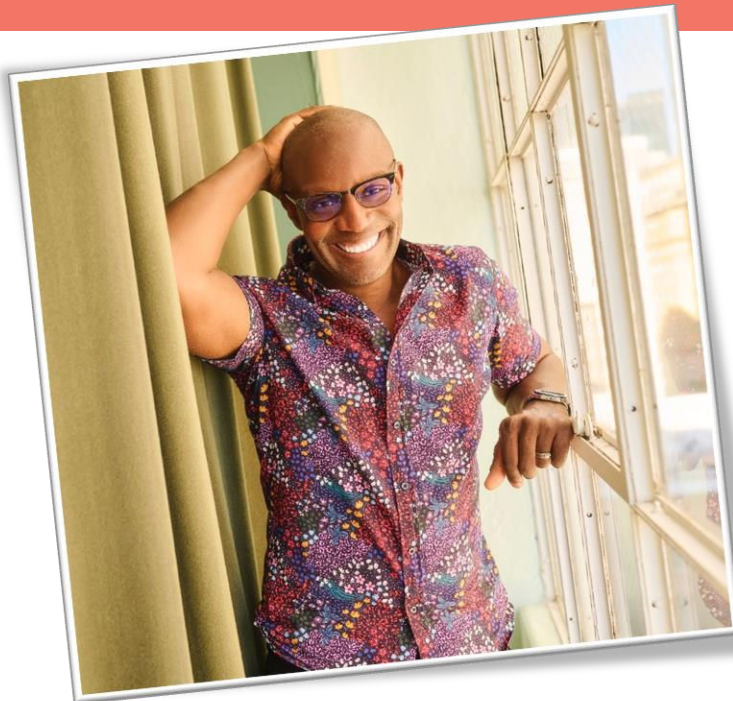
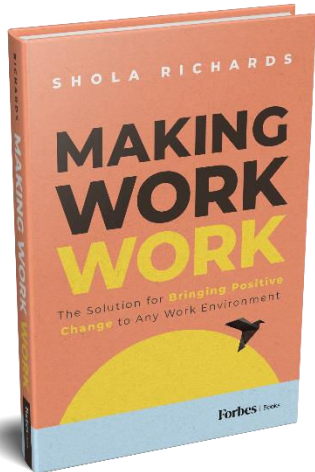


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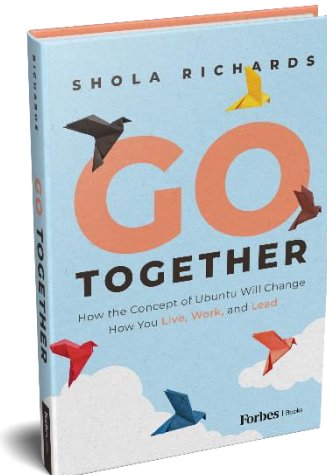


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## MAKING WORK WORK



## GO TOGETHER



 **SHOLA**  
RICHARDS