

The **Workbook Companion** to

Courage
to
Sparkle

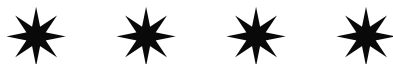
THE AUDACIOUS GIRLS' GUIDE
TO CREATING A LIFE THAT
LIGHTS YOU UP

LOIS BARTH

The Workbook Companion to

COURAGE TO SPARKLE:

The Audacious Girls' Guide to Creating
a Life that Lights You Up



BY LOIS BARTH

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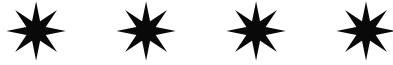
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HOW TO USE THIS WORKBOOK



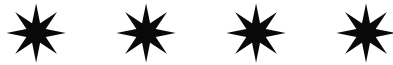
Feel free to read the *Courage to SPARKLE (C2S)* as a dipper or a diver—both ways work! Go ahead, just dip into those few Gems that seem most immediately relevant. Although some of you may be dippers, many of you will most likely dive into and go through the book Gem by Gem, do all the exercises, reference my SMART SEXY TV episodes, and have more text highlighted than not. However you do it, these exercises can help you get the most out of the book. Do not overthink it. Feel free to use the workbook to “dream on the page.” You can always come back to it and refine it. There is no right or wrong answer, just what feels right for where you are. You can use these exercises over and over, depending upon what juncture you are at in your life, or which issues or goals you may be working on.

Many of you will want to print several copies of specific exercises, or go through the process six months later for what I call a “SPARKLE Check-In.” You can do the process by yourself, with a buddy, or in a group. If you decide to do it as a group, check out the “Suggestion for Study Group” format at the back of this workbook.

As I’ve mentioned, I see the *Courage to SPARKLE* as a movement to support women to stand out, radiate their brilliance, and celebrate their multifaceted accomplishments. We’d love to hear your feedback on what opens up for you through this process and would welcome you becoming part of the bigger conversation.

Thanks for taking the journey, and may you truly experience the *Courage to SPARKLE!*

EXERCISES FOR GEM 1



MINING FOR YOUR SPARKLE

Three Ps of Clarifying Your SPARKLE

Use this Workbook and answer the following questions. Don't overthink it. You can always go back later and review.

Exercise 1—Passions

- * What are the activities, projects, or people you find yourself naturally drawn to and feel passionate about (e.g., hobbies, subjects, tasks, particular people you spend time with, both personal and professional)?

- * What are the top three things you'd do if you never needed to work again (e.g., travel, volunteer, take classes)?

1.

2.

3.

- * Why (e.g., I'm fascinated by other cultures, I love making a difference, and learning)?

- * Any themes emerging (e.g., I feel most passionate when I'm around people, learning new things and being creative)?

Exercise 2—Pet Peeves

You can use the following exercises to help determine what irritates you, and what that says about your core values. Answer the following questions in as much detail as you feel you need to. If you're inspired, just keep going.

- * Name three things that irritate you (e.g., unconscious driving in parking lots, texting while walking).

1.

2.

3.

* Why (e.g., not considering others' needs, unaware of selfish behavior)?

* Name three things that completely *enrage* you (e.g., people who bully or manipulate vulnerable people).

1.

2.

3.

* Why (e.g., it's unfair, cruel, and dangerous)?

* If you could head up your own campaign to eradicate one thing you feel super irritated by, what would that be (e.g., a no-tolerance campaign toward mean and nasty behavior)? (You can do this exercise over and over, so just pick the first thing that comes to you.)

Exercise 3—Purpose

Name three experiences that you have felt most aligned with your purpose in your life. Rather than writing down “when I help people,” be specific. Some examples may be:

- * Ability to break down projects into small action items.

- * Asking them helpful questions so they can draw their own conclusions.

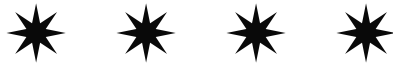
- * Connecting them with cool restaurants and activities.

1.

2.

3.

EXERCISES FOR GEM 2



DON'T BACKBURNER THE BRIGHT LIGHT THAT IS YOU!

Exercise 1—Create Your Own “Stop Wait-Listing Your Life” List

Make a list. Write down fifteen to twenty things you've wanted to do but have been putting on hold for different reasons. Don't overthink it. It can include life-long dreams like meeting the love of your life and finding the career of your dreams, and less emotionally charged goals like throwing out the stack of newspapers from six months ago.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

11.

12.

13.

14.

15.

16.

17.

18.

19.

20.

Now:

- * Go through each item and check in with your feelings about each one.

- * Notice the ones that totally inspire you, and which ones you dread.

- * Cross off the “shoulds” and keep the “Wow, that would be great!” items.

- * Edit the list down to no more than ten to fifteen.

- * Post it in a high-visibility place like your kitchen or office area.

- * Take small but consistent actions to fulfill them one at a time.

- * When you cross one off, write what happened as a result.

- * Share this concept with a buddy.

- * Support each other in making them happen (more on this later on).

- * Celebrate yourself and the new chapter in your life.

Exercise 2—Dealing with Your Resistance

If you find yourself stuck with a few items on your list that you are still not able to do, answer these questions:

* The reason I'm not doing _____ is
because of _____

* My concern is that if I do _____
then _____ will happen.

* What is the chance of X really happening?

* What if it did happen?

* How could I handle it?

* What small step can I take to move forward on it?

* How can I get support on it?

* How will I celebrate after taking that action?

* What I learned from this process is:

Suggestions

- * Make it fun.

- * Don't overthink it.

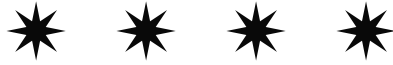
- * Prioritize Progress over Perfection.

- * Do a weekly check-in either on your own or with a support buddy.

- * Take a few notes on what is shifting in your life.

- * Share it with others.

EXERCISES FOR GEM 3



LET YOUR AUDACIOUS SELF SHINE THROUGH

Exercise 1—My Audacious Girl’s Role Model List

Free-associate the first ten women who come to your mind. You can always add or subtract later.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

Exercise 2—Accountability Check-In

Take one audacious action every day—small like buying the more outrageous pair of glasses versus the same ol’ same one; or big like letting your point of view known whether people agree with you or not—and see how it feels in your body, in your energy, and your spirit.

* What is the self-talk that comes up around either taking those actions or having taken them?

* How do you feel afterwards?

* How can you support another SPARKLE Sista in her work at being Audacious?

Exercise 3—Discovering What Being Audacious Looks Like for You Right Now

List ten things you would be doing, feeling, saying, or planning if you were expressing your Audacious Self right now.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

* What has my Audacious Self been desperate to say?

* To me?

* To others in my life?

Exercise 4—Being Audacious in Everyday Life

First, list three areas or issues in your life that you've been holding back in.

1.

2.

3.

Now explore the following questions:

* I'm holding back because...

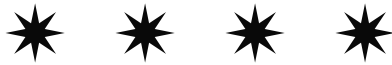
* If I was willing to go for it, I'd do (and be) the following:

* Why those?

* How do I want to feel? What do I want to show up in my life as a result?

* What would be the best forms of support for what I need to do and how I want to feel?

EXERCISE FOR GEM 4



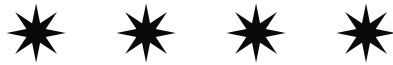
BRING YOUR DARKNESS INTO THE LIGHT

Exercise—Ballooning

A technique I created called Ballooning, can be quite effective in defusing our worst fears when it comes to honoring our shadows and, even worse, sharing them with others. Have fun with this exercise; the more outrageous, the better. You'll know you're on to something when you stop taking yourself so seriously and bring levity and lightness by addressing those dark places.

Example: Let's say you're a chronic people pleaser, and while you may really like to help people out, there's a part of you that's really angry at having to say "yes" and then feeling resentful. You fear that under your "Terminally Nice Girl" there's "NO Woman" lingering in the shadows. If you really let this exercise off the leash, you could visualize an over-the-top-anti-super-hero sporting a fabulous outfit with the words, "NO, I said, NO!" emblazoned across her chest, bursting into homes of the people she over-cares for and screaming, "Clean up your own life, damn it! Does the word 'NO' mean nothing to you?" Imagine the horror and outrage from her previously loving and caring circle. Imagine them triple-locking the door, banding together to rid the world of "NO Woman," ex-communicating her and sending her to a far-off island where she'd be alone for the rest of her life, isolated, and not able to say "yes" or "no" for the rest of her life. If it sounds absurd, that's because it is. And now you can laugh at it.

EXERCISE FOR GEM 5



LIGHTEN UP WHILE YOU LEARN

Exercise—Laugh while You Learn

Here are some writing exercises to just explore on the pages of your C2S Workbook. Don't over-think it. Usually the response that comes up first is the most spot-on.

- * List three things that you're willing to laugh at yourself about.

1.

2.

3.

* List three things you're willing to lighten up and allow others to laugh at you about.

1.

2.

3.

* List three things that you are not willing to laugh at yourself about or allow others to.

1.

2.

3.

* Given what you've learned in this Gem, list three ways you can laugh while you learn.

1.

2.

3.

* Ask yourself, when I mess up or fall short of my goal a few new ways to look at it are...

- * How does it not serve you (e.g., sometimes my timelines are tight and if I could speed up the process a bit, I'd be better at meeting others' expectations and have more free time off for myself!)?

- * How would you like to adjust it to work better for you in your life (e.g., be clear up front how I work so I can get additional support and keep others in the loop)?

- * What small action can you make (e.g., map out the key steps of the project along with timeline and send to my team so they can rest assured I'll get the project done)?

- * What support would be helpful (e.g., make a suggestion that we all do that so everyone understands and respects how each of us like to work)? Remember, just letting yourself off the hook and accepting "hey, this way works best for me" is a small but mighty action.

Exercise 3—Assess Your Bandwidth Emotionally and Mentally

Make a list of all the things you're dealing with in your life right now. They don't have to be goals, but they can be. Here are some examples:

- * Learning how to communicate better with my new boss

- * Getting our finances in better shape

- * Being more active and losing weight

That's just part of the list for some. Most of us have many more. They may or may not be life goals but rather a combination of aspirations and fires you're putting out in your life, but you still need to assess the energy and effort they're going to take.

1.

2.

3.

4.

5.

6.

7.

8.

9.

10.

Be patient but persistent, since most of us are on automatic pilot a lot of the time.

* What are your non-productive and productive DEWs?

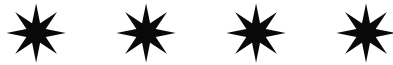
* How does your non-productive DEW stop you? Be specific.

* How does your productive DEW support you? Be specific.

* What actions can you take with your non-productive DEW?

* How can you best leverage your productive DEW?

EXERCISES FOR GEM 7



FIRE YOUR PERFECTIONIST

Exercise 1—Naming Your Inner Critic

Close your eyes. Take several deep breaths and imagine what your Inner Critic (IC) looks like. If you're a body person like me, you may need to move around a bit or put on music that will help you connect with your IC. If so, keep your eyes at half-mast so that you don't bump into anything. I can assure you that your Itty Bitty Committee will have something to say like, "This is stupid, you should be working." If so, you're on the right track. It simply means you're breaking down your resistance, and your resistance is feeling threatened. Keep going.

Think of the cruelest thing you ever say to yourself. That is where the core of your IC lives. At first, you may feel really triggered and stopped by it, but keep going. Imagine your IC saying that mean thing, but add an element of absurdity—maybe an accent, or baby talk or gibberish. The bigger and more absurd your IC becomes, the more you'll be able to gain a lighthearted perspective of it. Keep going. Once you get the image, give it a name. Don't overthink it. Now see how ridiculous you can make this character look in your imagination. Embellish the character with accessories to make it a more fleshed-out experience. Exaggerate your IC character with huge gestures. When you start to smile or see how absurd the character is, you've hit gold. Explore, play, and have fun.

Open your eyes and congratulate yourself! It takes courage and moxie to really look at that part of you that's been operating in the shadows for so long. Life is precious and short and your dreams and goals even more

Exercise 2—Evidence List

Select the top goal or issue you're looking to address in your life. Start with one thing and feel free to repeat this exercise using additional ones. (e.g., you want to take your business to the next level: what does that mean?).

- * Identify the specific challenges and fears you have (e.g., I am not very good at technology and I'm overwhelmed by how I will handle many aspects of it).

- * Example: Being Overwhelmed, Dealing with the Unknown, Asking for Help, Not Enough Resources (e.g., time, energy, or money).

Write an Evidence List that shows examples in your life or themes where you successfully addressed these particular challenges.

1.

2.

3.

4.

5.

Exercise 3—Eight Simple Steps to Get to Good Enough

Pick an issue or a goal in your life (e.g., being impatient when things take longer than I'd like—as in all the time!).

- * Rate where you are with no judgment (or as little as possible) on a scale of 1-10 (1 = lowest, 10 = highest) of how you'd like to be behaving in this scenario (e.g., 7).

- * What does the least desirable scenario look like (e.g., least—I lose it regularly and people get nervous around me when I'm stressed; most—I rarely experience impatience)?

- * What does Good Enough look like and what number is that (e.g., when I see myself about to get impatient, I'm able to stop, breathe, calm myself down, and focus on the task in front of me; that's a 2)?

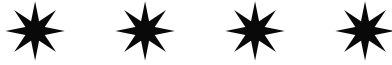
- * What action can you take to make that happen (e.g., plan out my day and leave extra time for things that may come up)?

- * What support do you need (e.g., take fifteen minutes at the end of every day, sit calmly with a cup of tea and plan my day, and build in an extra fifteen minutes on my top three tasks for the day)?

- * How will you know when you've arrived at Good Enough (e.g., I will feel more grounded and focused during my day. I will be breathing deeper and I won't feel rushed)?

- * How can you acknowledge or reward yourself for getting to Good Enough (e.g., I'll celebrate getting places on time or even early by taking out five minutes to read a book or just relax)?

EXERCISES FOR GEM 8



HOW TO SHINE IN YOUR CAREER

Exercise 1—Reframing Butterflies in Your Stomach

The next time you have butterflies in your stomach try these steps:

STOP. Don't distract yourself by trying to avoid the feeling.

Breathe into it, and get curious about what the sensation feels like. Is there a color or texture to the tension? Are there any images? On a level of intensity of 1-10, what number is it?

Keep breathing.

Close your eyes and visualize yourself as the butterfly who is literally spreading her wings and taking off. It may be before a performance or presentation, or asking your boss for a raise, or just a challenging conversation with someone. In this interaction, you're doing something unfamiliar and new, so take a moment to acknowledge that. When you think in expansive images, it lessens the contractive nature of fear and you'll feel energized and less anxious.

Ask yourself, "What do I need right now?"

If you're dealing with negative self-talk, go to my SMART SEXY TV "Itty Bitty Committee" Exercise episode and go through the easy-to-follow three step process.

If you're emotionally triggered and you want to de-stress, go to my SMART SEXY TV and check out my episode on "Un-Trigger Your Stress in Five Minutes or Less."

Exercise 2—Fear Inventory

There is a tremendous power in actually writing down your fears about what you're negotiating for. You can journal about them or just list them on paper.

Examples:

- * "If I ask for what I want, I won't get it."

- * "This is my only chance. I better take what I can and make sure they like me, otherwise I won't have other opportunities."

- * "I'm overqualified. I better play down my skills or they'll never give me the job."

Are They Legitimate?

Some fears are absolutely legitimate as in they have some possibility of happening.

Example of a legitimate fear: "If I ask for what I want, I won't get it." In this case, there's a 50% chance that you won't. But the power of seeing it on paper is to say, "And I'll have 0% chance of getting it if I don't ask."

Are They Unfounded?

Example of an unfounded fear: "This is my only chance. I better take what I can and make sure they like me, otherwise I won't have other opportunities." It's easy to see that this one is unfounded, because, in fact, there's never a "last chance." If you remain in motion toward your goals and look for opportunities to move forward, they will show up.

What's powerful about writing down your fears is your inner debater/advocate can see them and have a chance to challenge them and say,

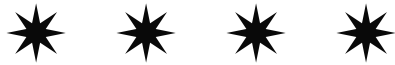
“Hey wait a minute, that doesn’t make sense!” or “That’s ridiculous!” or “You’ll find a way to strategize and address a legitimate fear in an effective way.” For example: “I’m overqualified so I better play down my skills or they’ll never give me the job.” Fear of being overqualified for a job is truly a legitimate fear. Some employers are concerned that if you are overqualified, you may use the job as a steppingstone and leave. Then they will have to spend time and money re-training someone to replace you. Knowing that it’s a legitimate fear, you can develop some strategies like:

- * Sharing how your vision is aligned with the mission of the company.

- * Talking about new opportunities and markets that you’re passionate about getting into, therefore, you’re open to taking a possible salary reduction.

- * Expressing different skill sets you’re looking to develop.

EXERCISES FOR GEM 9



FROM DIMMERS TO SHIMMERS

Exercise 1—Envy to EN-SPIRATION

You find out one of your colleagues has a prestigious position where she's meeting very influential people doing what she loves.

- * You are envious of (e.g., Susan's job): because (e.g., her career is very exciting and I feel really stuck in mine): _____
_____.

- * If you were to get EN-SPIRED by what he/she/they have, you would (e.g., spend more time creating important relationships, build my confidence, take more risks, be willing to ask for help, and not worry so much if I was ready but rather just jump in and go for it): _____.

- * What are the core values you want more of in your life (e.g., trust, adventure, confidence, prestige, and financial success)?

- * What can you learn from the person you're envying (e.g., to stay focused on what I really want and to have the confidence to go for it)?

- * What small or big action will you take to get EN-SPIRED (e.g., look at what new position I'd like to aspire to in my company and join a committee where I can meet influential people)?

The more we get EN-SPIRED by those who trigger our envy, the more we'll stay on track in our own lives.

Exercise 4—Energy Drainers and Energy Gainers

Make a list of your Energy Drainers and Energy Gainers. Once you fill out the list, ask yourself these questions:

What is one Energy Drainer I will eliminate this week (e.g., I hate commuting via public transportation, so I will speak to my boss about the possibility of coming in an hour earlier so I can avoid rush hour and drive in)?

What is one Energy Gainer that I'll add to my week (e.g., I love gardening and will take an extra fifteen minutes to putter in it, before having to catch up on e-mails)?

Energy Drainers

1.

2.

3.

4.

Energy Gainers

5.

6.

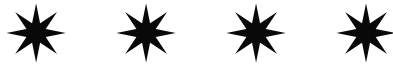
7.

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EXERCISE FOR GEM 10



CREATING YOUR SCINTILLATING CIRCLE OF SUPPORT

Team SPARKLE Success (versus Cheat) Sheet

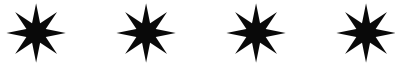
When we think of our Scintillating Circle of Support, aka Team SPARKLE, it's really important to remember the following things:

- * Enjoy the process. Relationships shift and change. The more we accept that, the more we'll enjoy the process.

- * Be clear about what you need from your community and what you want to provide.

- * Be realistic about what you can and can't provide and have the same acceptance for those in your circle.

EXERCISES FOR GEM 11



COMMUNICATION THAT GLISTENS

Exercise 1—Learning to Give and Receive Feedback Powerfully

- * The issue you need feedback on is (e.g., I have a tense relationship with my sister-in-law and I often end up in a disagreement):_____

- * What type of feedback would be helpful for you right now (e.g., someone to hear me out and give me a reality check about whether she is difficult, offer strategies to deal with difficult people)?

- * Who in your circle of friends and colleagues is helpful with that (e.g., my cousin in H.R., who is great at dealing with difficult people)?

- * How will you ask her for feedback in a way that can help her help you (e.g., she's super busy, so I will ask her if she has fifteen minutes to offer suggestions on how to deal with difficult personalities)?

- * How will you acknowledge her for being so helpful (e.g., she loves to laugh and appreciates thoughtfulness, so I'll make sure to send her funny videos and say "thanks for making me smile again—your advice was terrific!")?

Repeat the same process when asked for feedback:

- * Ask the person what type of feedback would be helpful. (Even if they don't know, it gives them a moment to start thinking about what they need, which is really helpful for both of you.)

- * Be honest about whether you are the best person to give that feedback. (If someone asks you for feedback on something you truly don't know about, you're not helping them or you).

Exercise 2—The Power of Acknowledgement

- * Make it a habit to compliment or thank three people a day in a genuine, heartfelt way.

- * Notice what happens with their voice or body language.

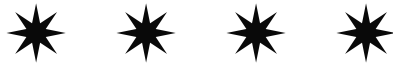
- * Check in with yourself and see how it makes you feel.

- * Do it every day for thirty days and see what happens.

- * Be on the lookout for ways to compliment and acknowledge people. Nothing shifts your energy more!

Compliments and acknowledgments are totally free and invaluable. Both the giver and the receiver thrive in an environment of appreciation and acknowledgment.

EXERCISES FOR GEM 12



THE 5Cs OF CREATING A LIFE THAT LIGHTS YOU UP

Exercise 1—The 5Cs

Part 1—When on Dimmers

Stop. Close Your Eyes. Breathe. Feel. Stay in your body.

- 1. Curiosity**—What’s going on right now for me (e.g., feelings, experiences, insights)? What can I learn from this challenge right now?

- 2. Compassion**—If my BFF (or someone who consistently has your back) was speaking to me what would be the kindest, most loving thing they would say? How would they tell me to take care of myself? How can I integrate their voice into my own life?

- 3. Connection**—What is the most productive way to stay connected with myself? My truth? Others in my life?

- 4. Course Correction**—How might I feel off-track? What action can I take to Course Correct (remember: acceptance is an action)?

- 5. Courage**—What am I most afraid of? What is an action I can take in the face of my fear that serves me?

Part 2—When on Shimmers

Stop. Close Your Eyes. Breathe. Feel. Stay in your body.

- 1. Curiosity**—What’s going on right now for me (e.g., feelings, experiences, insights)? What can I learn from this blessing right now?

- 2. Compassion**—If my BFF (or someone who consistently has your back) was speaking to me how would they help me celebrate this gift in my life? In what loving ways would they support me to take care of myself? How can I give that to myself?

- 3. Connection**—How can I stay connected with myself to really take in this blessing? What rings true to me? How can I celebrate with others?

- 4. Course Correction**—How might I still feel off-track? What action can I take to Course Correct (sometimes letting yourself just receive is an action)?

- 5. Courage**—How have I been courageous? What will be my next courageous action?

Exercise 2—Cultivating Curiosity

Take one thing in your life that you're really curious about. You may or may not have a lot of experience in this area (e.g., fixing things, the origins of words, history).

- * Set a timer for five minutes and immerse yourself in that activity.

- * Go back and set aside another five minutes and do it again, but now watch yourself being curious. What does it look like? What are the thoughts you have? What's your process in pursuing your Curiosity? In my case, I'm a connector, I'm always connecting ideas, concepts, sequences, patterns, and people. I have a pattern-seeking chip in my brain that will always look for connections. So when I am curious, I'm always looking for the connections.

- * Find a neutral item, set a timer for another five minutes and "get curious." Neutral items like a paper clip or statue or even a greeting card are great primers for developing Curiosity because they are not emotionally charged at all. It's a lot easier to nurture Curiosity when you're not biased or have a strong emotional charge. Let's say you pick a paper clip, which seems ridiculously mundane, and ask yourself, "Hmmm how was it made? How many people were responsible for making it? How many documents and what kind of documents will it hold in its lifetime?"

Learning to cultivate Curiosity in the most mundane ways and about the most mundane things gives us more resources when the heavy lifting of life comes our way in the form of Dimmers.

Exercise 3—Developing Compassion toward Yourself

1. What are a few challenges in your life that could use a healthy dose of Compassion right now (e.g., being more compassionate about how much I’m juggling and patient with getting things done)?
2. What is the meanest thing you say to yourself on a daily basis (e.g., I’m just a mess and can never seem to get it together, I’ll never achieve what I want)?
3. If you brought in your Inner BFF, how would change that conversation (e.g., I notice that I am often putting other people’s commitments before my own)?
4. Take an action on behalf of yourself. Any action that speaks to you.

Exercise 4—Compassion Meditation

I see most of us “adults” as little children dressed up in “grown up” bodies. Visualizing us all this way connects me with Compassion very easily. While we may take on very senior leadership positions and have inordinate responsibilities, the part of us that gets our feelings hurt and is most damaged by self-criticism is the little kid part of us. Take a moment and do a Compassion check-in first toward yourself and then toward others. Connect with that Compassionate Self and send loving vibes to a part of you that may be struggling, or to someone around you who is in pain. See what starts to shift in your life.

SUGGESTED FORMAT FOR COURAGE TO SPARKLE STUDY GROUP



Who you surround yourself with makes all the difference in the world! Why not create a Courage to SPARKLE Study Group with the like-minded people in your life?

Here are a few suggestions for making that happen.

- * **Be intentional.** Carefully choose who you have in your group. This work is very rich and deep and the more honest and audacious you can be, the more you'll get out of it. You don't need to only have good friends in your group, but it should include people who you know and trust enough to be honest and compassionate with and who are committed to growing themselves. Make sure to be clear about the type of feedback you want to receive, and be equally specific about what feedback your fellow SPARKLE-Sistas find the most helpful. Sometimes just offering rapt attention to another is the greatest gift you can give. Always come from a place of support and wanting to contribute.
- * **Create a structure.** Structure offers a safe container for people to grow, take risks, and have more fun. You can create your own, but make sure people get their needs met. For example, I always encourage timed shares so the quiet folks don't fade into the woodwork and the more outgoing people learn to step back and let others come forth. Have different members take turns leading the meeting.

Here's a suggested structure (based on a 2-hour meeting):

- * **First 15 minutes.** Go-around check-in about both how people are doing, sharing their challenges and victories and getting caught up about actions they committed to doing from the session before.

- * **Middle 75 minutes**—Go-around timed sharing on what each group member took away from each particular Gem itself (e.g., insights from doing the exercises, or any feedback). Divide the time based on how many people are attending and let them divide between sharing and feedback.

- * **Last 30 minutes.** Go-around sharing what kind of support each person needs and what projects or steps people are taking on.

- * **Frequency/Type of meeting.** Some people prefer in-person (always my favorite) others want a phone or Skype or Google Hang-out or FaceTime meeting for convenience and to accommodate those who travel. Find something that is “good enough” for everyone. Frequency depends upon people’s availability, but weekly, bi-monthly, or monthly allow for flexibility and a different momentum for each schedule to happen.

- * **Emphasize forward movement.** We’re all too critical of ourselves and can often not give ourselves enough credit for what we have accomplished. What we focus on multiplies. If you focus on how you and the others have grown, that’s what will predominate in the group. Support people in going at their own pace and taking risks that support them moving towards the Courage to SPARKLE.

- * **Focus!** If you are clear about what your goals are from the get-go and what you'd like to come away with, you'll get so much more out of the support from the group and the content. I'd suggest coming to the first session with two or three goals of what having the Courage to SPARKLE looks like for you.

- * **Acknowledge, Celebrate, and Have Fun.** You're all there to celebrate the brilliant soul you are and to create a life that inspires and fulfills you. When you focus on acknowledging yourself and each other, celebrating your victories, supporting each other in your challenges, and having fun, you'll come away that much more energized in your life. It's always fun after a great session to go out and socialize as well.