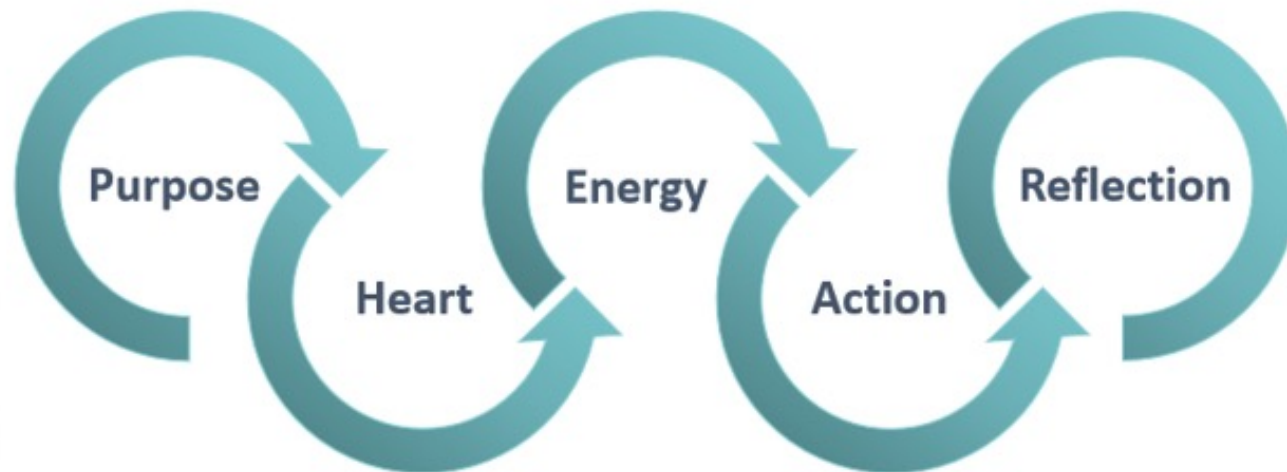


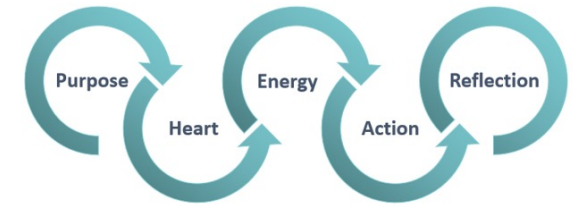
# PHEAR Advantage™

*Awaken. Inspire. Thrive!*



**Suha Beidas Zehl**





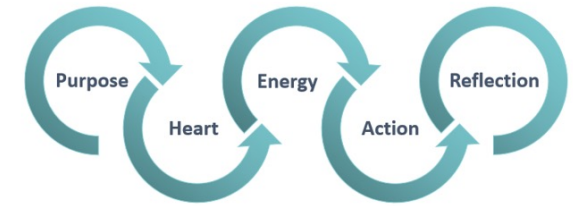
*Awaken. Inspire. Thrive!*

**Be Present**  
**Silence your cell phones**  
**Ask questions**

# Agenda

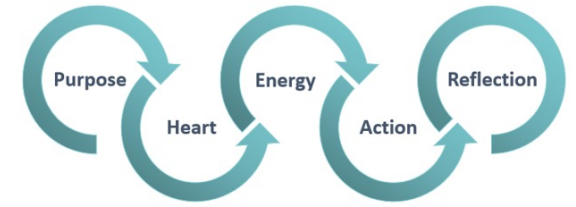
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- A little background
- Why PHEAR Advantage?
- The 5 ingredients
- Final Thoughts
- Resources
- Wrap-up



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# Describe Suha ... Pivotal Moments



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**Fearless** 🌟



**Lost** 🤔



**Superwoman** 💪



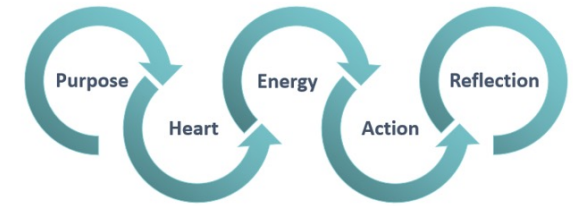
**Goofy** 😜



**Cover model** 😎



**Motivational** 😊

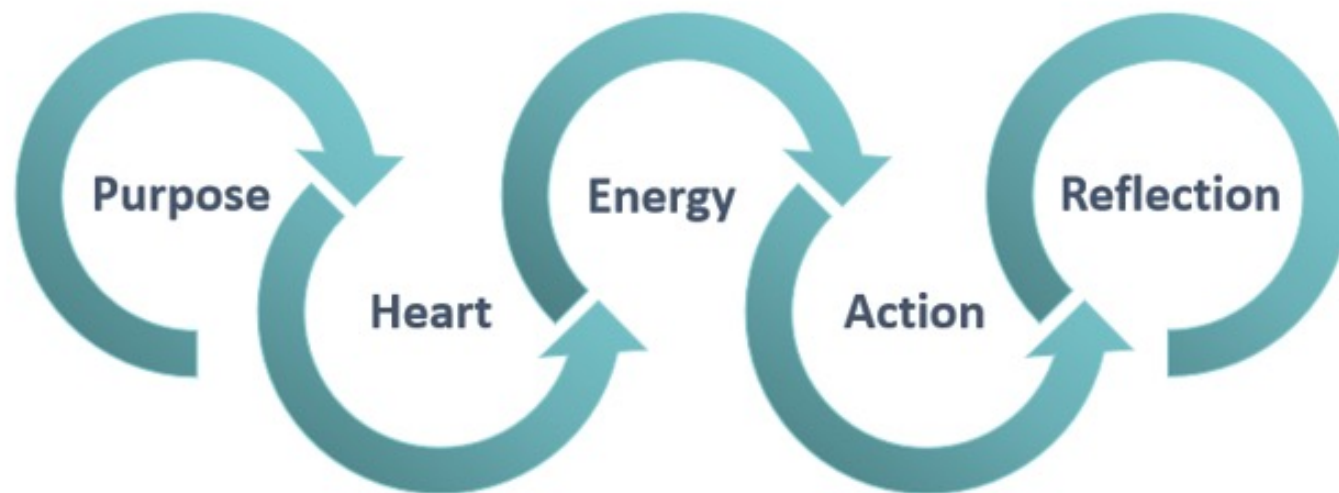


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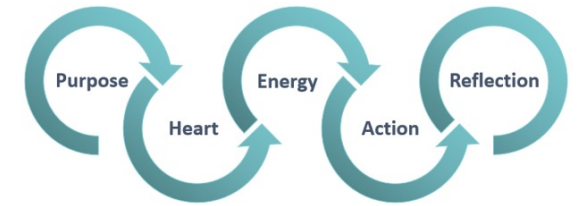
**Think of a single word  
that describes you ...**

# Why PHEAR Advantage?

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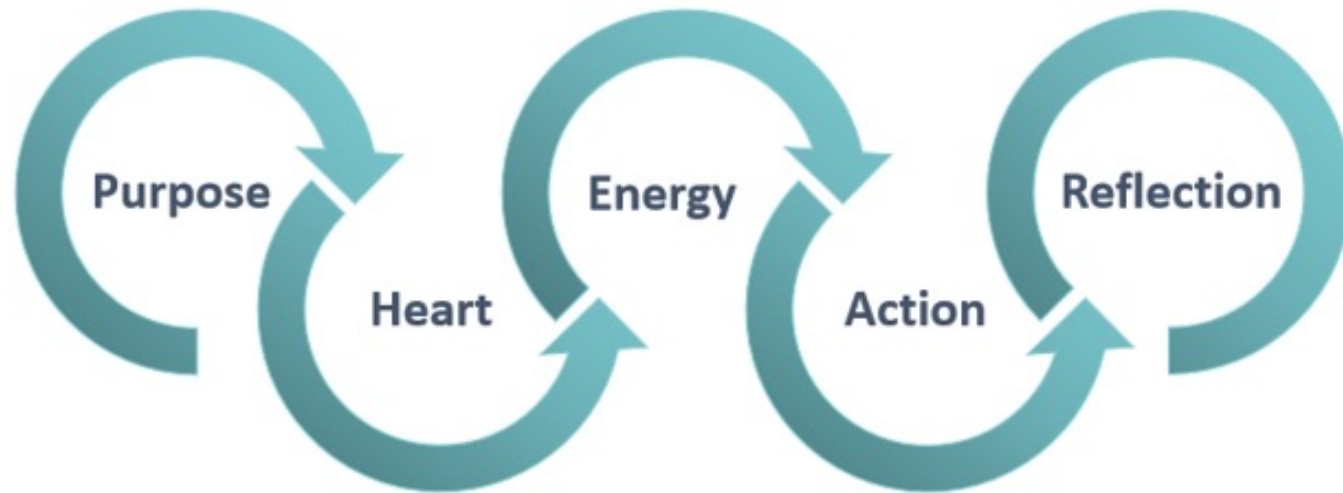
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**Do you know what  
a “NorthStar” is?  
Do you have one?**



# What is Your PHEAR?

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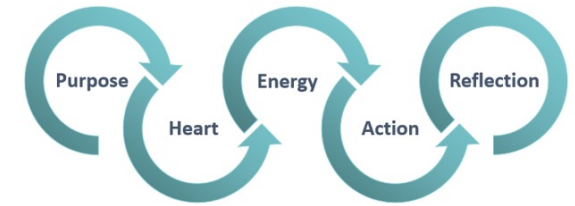
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Three questions:

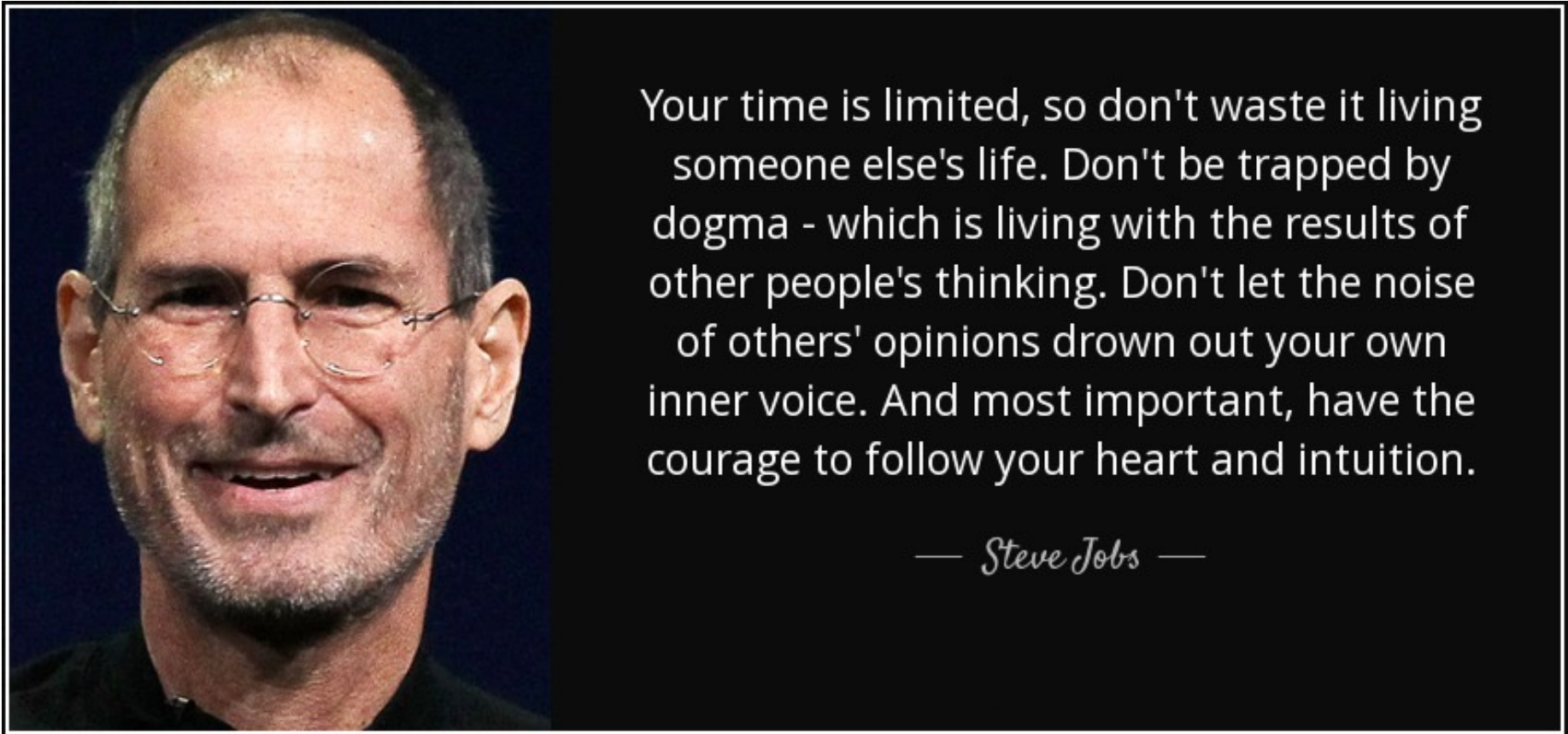
- 1) What is working for me right now?
- 2) What is not working and what am I missing?
- 3) What can I do?

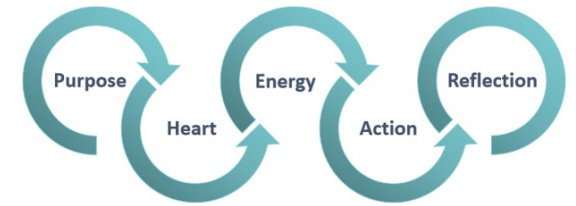


# Give me a “P”



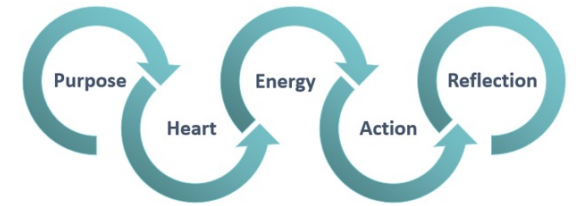
*Awaken. Inspire. Thrive!*





*Awaken. Inspire. Thrive!*

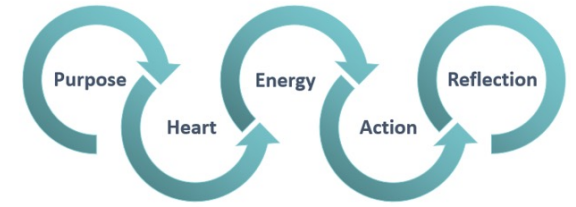
**EVERYONE** has a  
**superpower. Do you  
know what yours is?**



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**Your “WHY”**  
**I want to contribution**  
**so that impact**

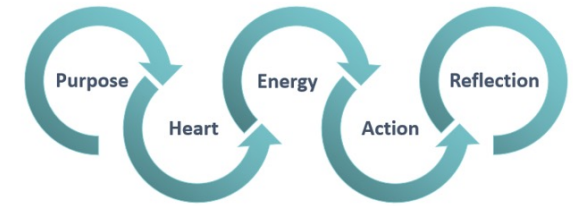
# Give me an “H”



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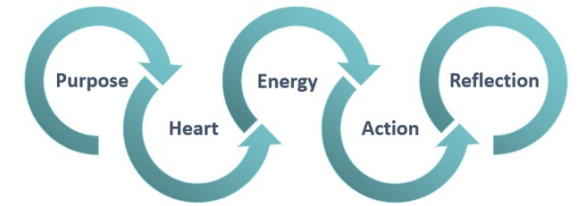
**I'VE LEARNED THAT  
PEOPLE WILL FORGET  
WHAT YOU SAID,  
PEOPLE WILL FORGET  
WHAT YOU DID, BUT  
PEOPLE WILL NEVER  
FORGET HOW YOU  
MADE THEM FEEL.**

**-Maya Angelou**



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# What does “leading from the heart” mean to YOU?

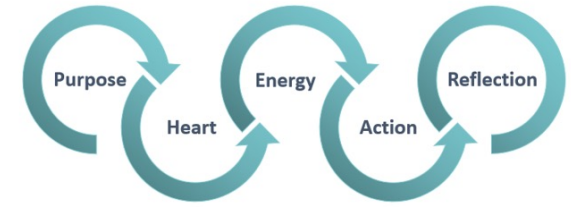


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# Homework 1:

Take a moment and think about someone who exemplified leading from the heart. Call that person or write them a thank you note, reminding them of the circumstances, why you appreciate them, and how it has impacted you.

# Give me an “E”



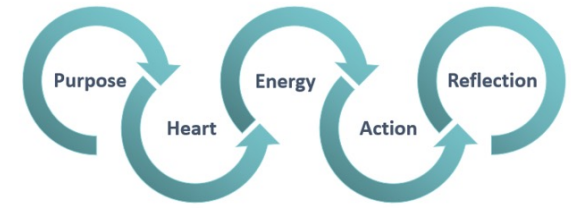
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Leadership is about empowering others to achieve things they did not think possible.

— *Simon Sinek* —





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## Homework 2:

Create your own Board of Directors:

The Cheerleader: \_\_\_\_\_

The devil's advocate: \_\_\_\_\_

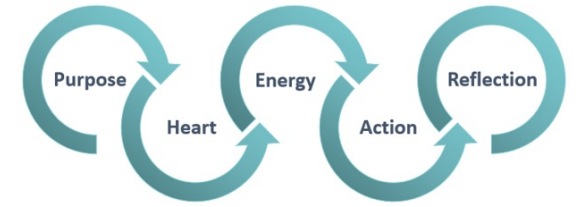
The truth teller: \_\_\_\_\_

The one who knew you when: \_\_\_\_\_

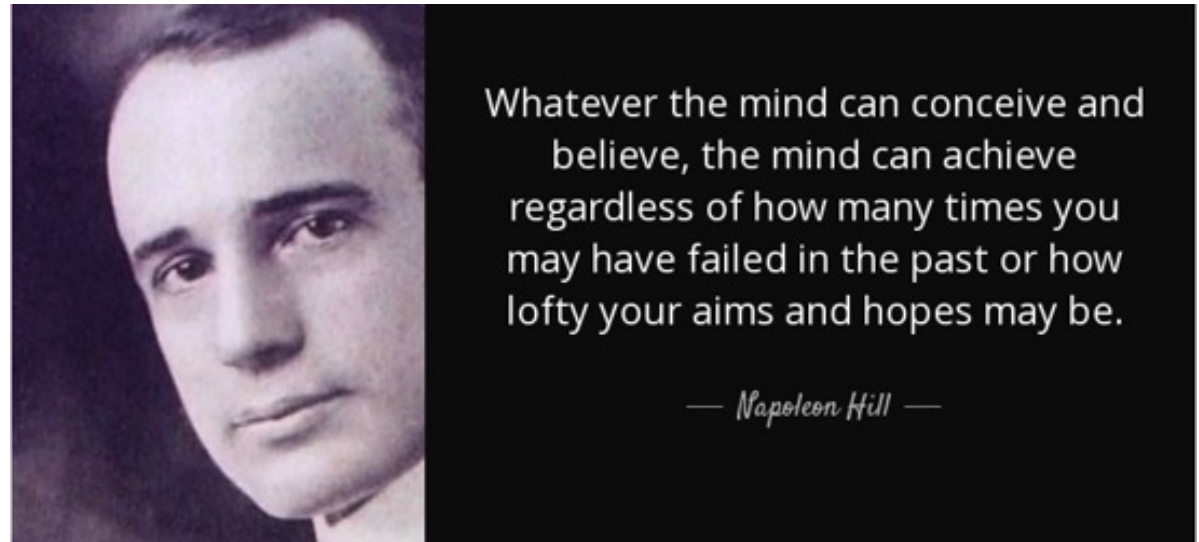
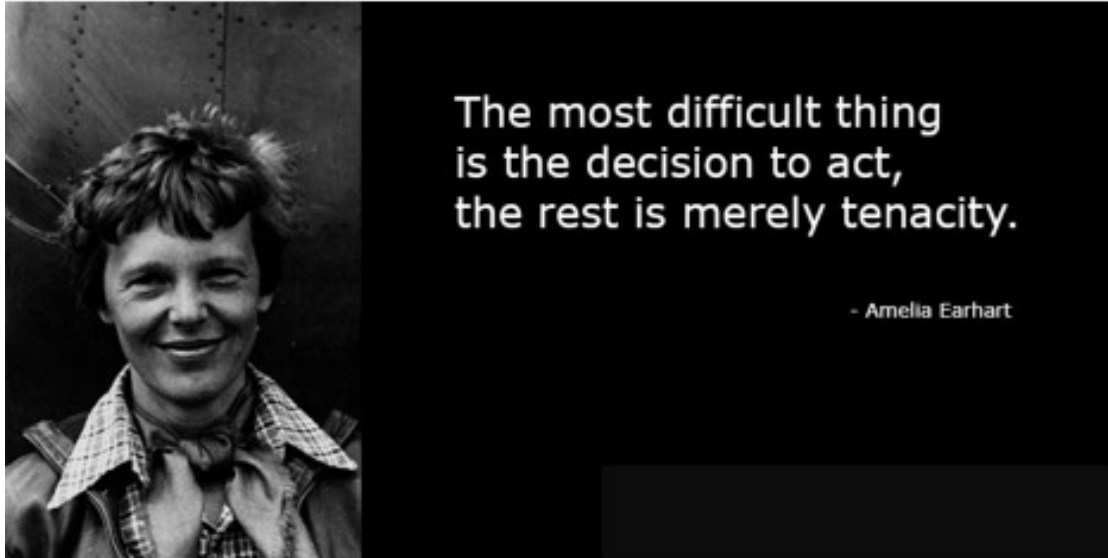
The "outsider": \_\_\_\_\_

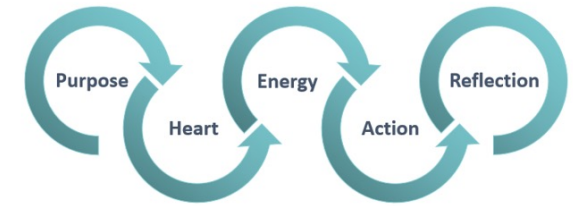
The one you want to be: \_\_\_\_\_

# Give me an “A”



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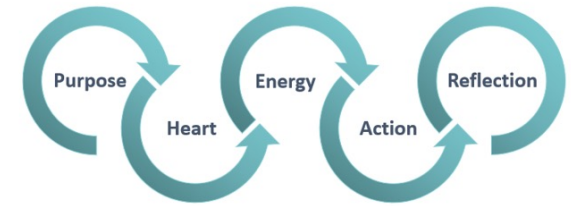


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# Challenges to Success

## Fear (not PHEAR)

## Inner critic (Imposter Syndrome)



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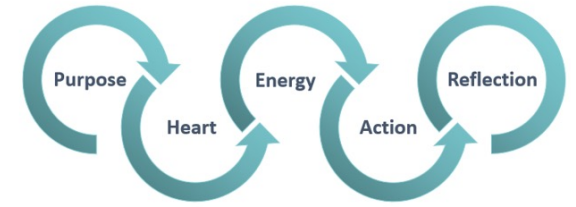
# Opportunities for Success

## Beginner's Mind

## Time Blocking



# Give me an “R”

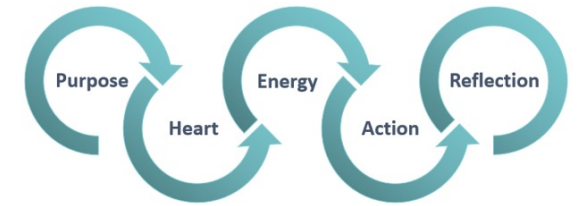


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The most powerful teaching moments are the ones where you screw up.

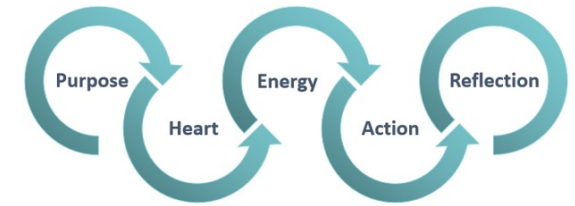
— Brené Brown —



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# So, what is stopping YOU?





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# Homework 4:

Exercise on reflection

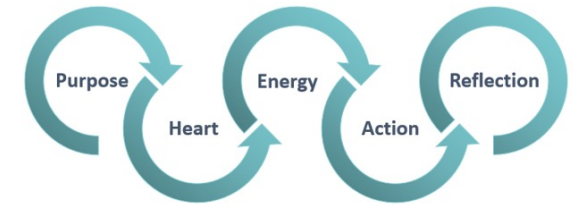
Think of a situation that happened and ask yourself the following questions:

- 1) What happened?
- 2) Why did it happen?
- 3) What have I learned?
- 4) Did I overcome any barriers or challenges?
- 5) What will I do differently next time?
- 6) What do I know now that I didn't know then?
- 7) Do I need to change anything?
- 8) Do I need to stop/start doing something?
- 9) Can I do this better?

# Final Thoughts

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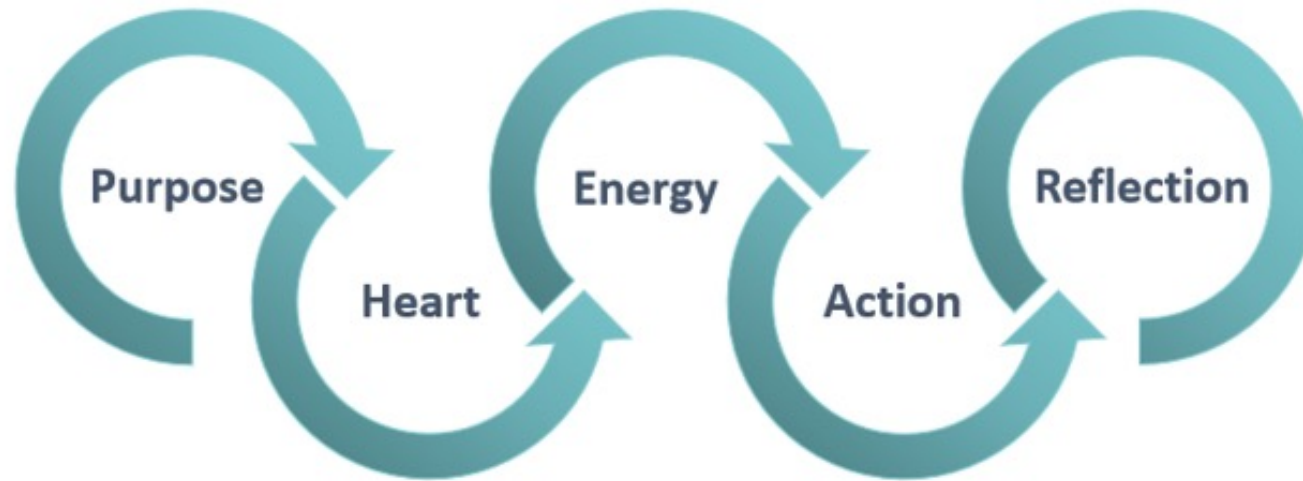
- ❖ Grant yourself grace
- ❖ Choose positivity and kindness
- ❖ Set boundaries and replace “no” with “not now”
- ❖ Embrace your beginner’s mind
- ❖ Be self-aware
- ❖ Push yourself out of your comfort zone
- ❖ Silence your inner critic
- ❖ Reinvent yourself



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# Final FINAL Thoughts

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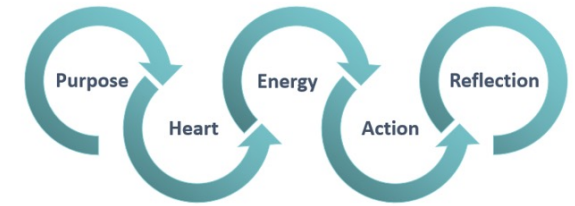
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Three questions:

- 1) What is working for me right now? **Gratitude**
- 2) What is not working and what am I missing? **Self-awareness**
- 3) What can I do? **Curiosity & Action**

# Resources

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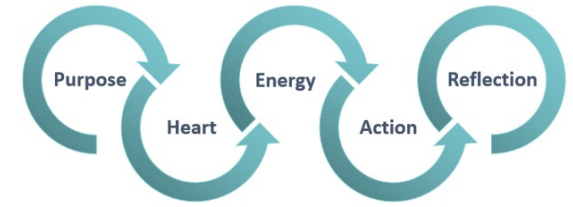
## Books

- ✓ Brené Brown | ALL
- ✓ John Maxwell | Fail Forward
- ✓ Patrick Lencioni | 5 Dysfunctions of Teams
- ✓ Mel Robbins | 5 Second Rule, The High 5 Habit
- ✓ Simon Sinek | Start with Why, Find your Why
- ✓ Sheryl Sandberg | Lean In
- ✓ Napoleon Hill | The Master-Key to Riches
- ✓ Kim Scott | Radical Candor
- ✓ Arianna Huffington | Thrive
- ✓ Whitney Johnson | Disrupt Yourself
- ✓ Christine Beckwith & Others | Win or Learn
- ✓ Kerri Richardson | From Clutter to Clarity
- ✓ Tim Grover | Relentless
- ✓ Jim Collins | Good to Great
- ✓ Sasha Shilcutt | Between GRIT and GRACE
- ✓ David Goggin | Can't Hurt Me

## Online Resources & Newsletters

- ✓ Saboteur Assessment
- ✓ Clifton34 Assessment
- ✓ HBR | Management Tip of the Day
- ✓ Maxwell Leadership | Minute with Maxwell
- ✓ Andy Frisella
- ✓ Simon Sinek
- ✓ Brené Brown
- ✓ Whitney Johnson
- ✓ Jake Thompson
- ✓ Brian Johnson | Optimize
- ✓ Amy Blaschka
- ✓ Bronwyn Morissey
- ✓ Heather Monahan
- ✓ Kelly Merbler
- ✓ Charlene Li
- ✓ Rachel Drukenmille
- ✓ Headspace
- ✓ TED Talks and Podcasts

# Clifton34



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CliftonStrengths®

SUHA ZEHL | 03-31-2021

## Your CliftonStrengths 34 Results

You are uniquely powerful. Your distinct CliftonStrengths 34 profile sets you apart from everyone else. This is your talent DNA, shown in rank order based on your responses to the assessment.

Use this report to make the most of your strongest CliftonStrengths themes, navigate the rest and maximize your infinite potential:

- **Read and reflect on your results** to understand what you naturally do best.
- **Learn how to apply** your strongest CliftonStrengths every day.
- **Share your results with others** to create stronger relationships and improve teamwork.



### STRENGTHEN

1. **Woo**
2. **Communication**
3. **Futuristic**
4. **Strategic**
5. **Relator**
6. Belief
7. Arranger
8. Activator
9. Restorative
10. Ideation

### NAVIGATE

11. Positivity
12. Individualization
13. Achiever
14. Self-Assurance
15. Responsibility
16. Connectedness
17. Learner
18. Includer
19. Intellection
20. Input
21. Context
22. Maximizer
23. Developer
24. Command
25. Significance
26. Discipline
27. Adaptability
28. Analytical
29. Harmony
30. Consistency
31. Empathy
32. Deliberative

You lead with **Influencing** CliftonStrengths themes.

**EXECUTING** themes help you make things happen.

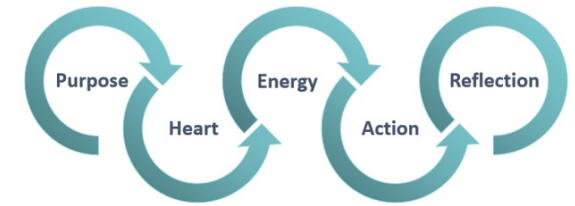
**INFLUENCING** themes help you take charge, speak up and make sure others are heard.

**RELATIONSHIP BUILDING** themes help you build strong relationships that hold a team together.

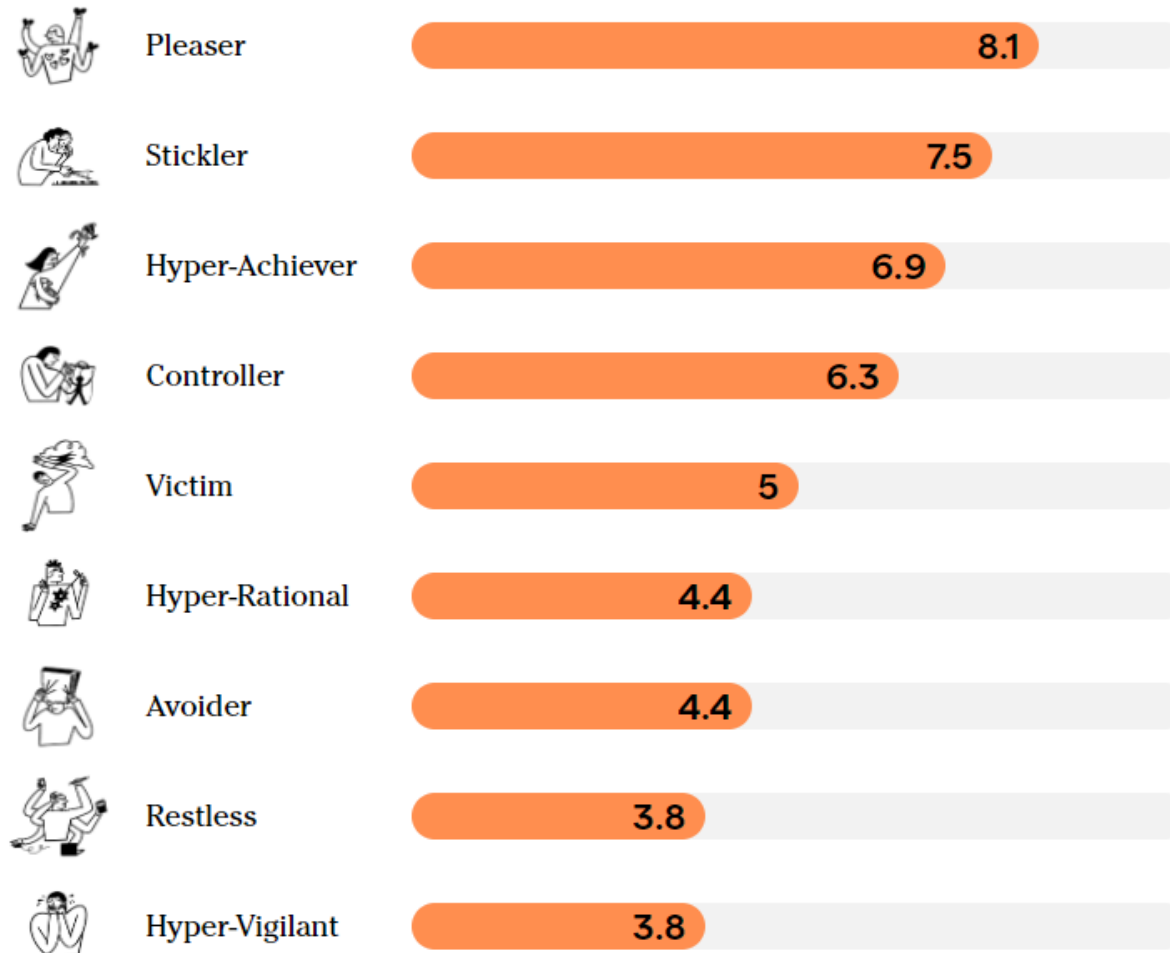
**STRATEGIC THINKING** themes help you absorb and analyze information that informs better decisions.

READ "IDENTIFY YOUR UNIQUE CONTRIBUTION: THE CLIFTONSTRENGTHS DOMAINS" SECTION TO [LEARN MORE >](#)

# Saboteur Assessment



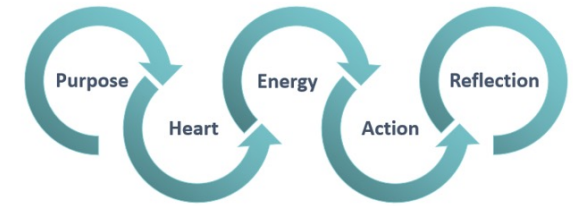
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# PHEAR Advantage™

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Suha Beidas Zehl

**Connect with me on LinkedIn**

<https://www.linkedin.com/in/suhabeidaszehl/>

