**Session overview 2022-2023**

**Session 1 (in person): Orientation to the Program, Introduction to Psychological Safety**
- Orient to program structure and expectations
- Learn about the importance of creating psychologically safe teams and workplaces
- Engage in a structured activity to establish psychological safety with cohort members

**Session 2 (virtual): Leading with Strengths**
- Learn the benefits of taking a strengths-based approach to work and life
- Explore how to use your strengths to accomplish your goals and better understand workplace interactions

**Session 3 (virtual): Harnessing the Power of Inclusion**
- Explore several definitions and frameworks for better understanding inclusion and its importance in the workplace
- Understand how focusing on strengths can contribute to experiences of both inclusion and marginalization
- Discuss and practice strategies for fostering inclusion in people’s respective workplaces

**Session 4 (virtual): Leading with the Brain in Mind**
- Discover how the brain’s natural tendencies influence behavior
- Explore and apply the SCARF model (Rock, 2008) to workplace situations

**Session 5 (virtual): Understanding Subconscious Bias**
- Understand what subconscious bias is and why it happens
- Discuss examples from four categories of bias that frequently affect workplace interactions
- Introduce strategies for building awareness of biases to keep them from causing harm

**Session 6 (virtual): Bringing Your Brain Back Online**
- Learn a cognitive behavioral framework for better understanding how thoughts influence emotions and actions
- Practice strategies to more effectively manage reactions to everyday stressors and help others do the same

**Session 7 (virtual): Giving and Receiving Feedback**
- Synthesize knowledge about strengths and the brain to inform an exploration of feedback
- Learn strategies for effectively giving and receiving feedback and showing appreciation and recognition

**Session 8 (virtual): The Science of Motivation**
- Explore what motivates (and doesn’t motivate) people at work
- Integrate self-determination and motivation theories with findings in neuroscience to put what we know into practice

**Session 9 (in person): Bringing It All Together**
- Review course content and examine insights
- Set personal action items to further integrate knowledge

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**Apply at:** go.umd.edu/SMS2022-23  |  **Application deadline:** Sept. 2, 2022

Email cloc@umd.edu with questions.