

# SHARPEN MY SAW



## Session overview 2022-2023

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### **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](https://go.umd.edu/SMS2022-23) | Application deadline: Sept. 2, 2022**

Email [cloc@umd.edu](mailto:cloc@umd.edu) with questions.