

SHARPEN MY SAW

Session overview 2025-2026

All meetings are in person.

Session 1: 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: 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: 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: 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: 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: Bringing Your Brain Back Online

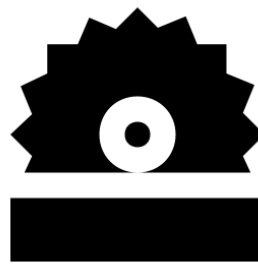
- Learn a cognitive behavioral framework for better understanding how thoughts influence emotions and actions
- Practice strategies to more effectively manage reactions to everyday stressors and help others do the same

Session 7: 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

Application Deadline: June 20, 2025

Email cloc@umd.edu with questions.



Session 8: 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: Bringing It All Together

- Review course content and examine insights
- Set personal action items to further integrate knowledge

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