

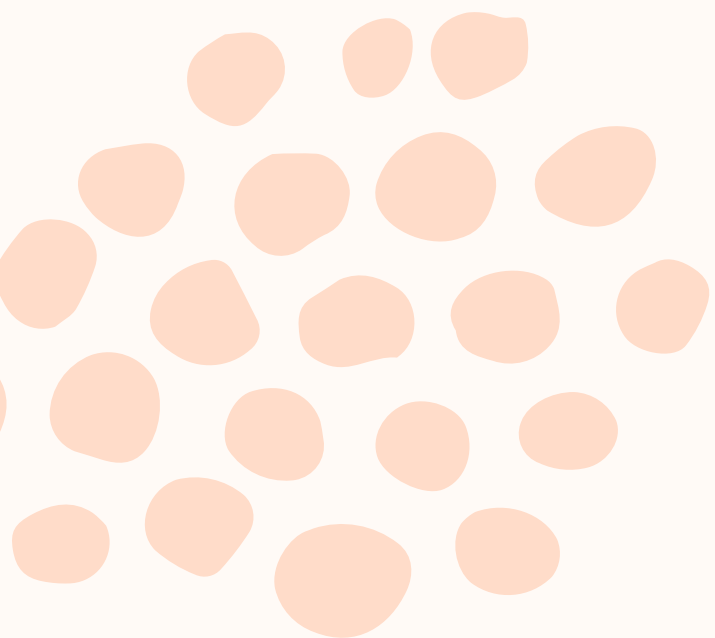


Advocacy in Human Resources

The Art of Using A Growth Mindset
To Support Personal and Team
Advocacy

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Introduction



Agenda

1. Introduction
2. What is Self-Advocacy?
3. Ways to Self-Advocate
4. Growth Mindset Shift
5. Supporting Teammates
and Colleagues
6. Create Your Advocacy
Plan



What is self-advocacy?



Self-advocacy

Effectively communicating your needs, rights, and interests
to ensure you are treated fairly and can achieve your
professional goals



Benefits of Self-Advocacy

Better Job
Satisfaction

Improved
Relationships

Increased
Confidence

Autonomy

Career
Advancement

Problem
Solving



Advocacy Framework



**Understanding
Your
Value**



**Communicate
Clearly**



**Setting
Boundaries**



**Seeking
Opportunities**

Understanding Your Value

BUILDING CONFIDENCE

Who Are You?

Barriers to Self-Advocacy

Self-Confidence Boosters

Growth Mindset Shift




Understanding Your Value

Johari Window Model


	Known to self	Not known to self
Known to others	Open area	Blind spot
Not known to others	Hidden area	Unknown



Luft, J., & Ingham, H. (1955)



NO ONE CAN
tell you
HOW VALUABLE
you are.
YOU DECIDE.



NO ONE CAN
tell you
HOW VALUABLE
you are.
YOU DECIDE.

What makes you unique, amazing, valuable, and awesome?

Understanding Your Value

BARRIERS TO SELF -ADVOCACY

Imposter Syndrome

Fear of Rejection

Lack of Confidence

Power Dynamics

Fear of Negative Consequences

Internalized Beliefs



Understanding Your Value

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Mindsets

FIXED

You can't change your talents,
traits, and basic abilities

You have certain innate
abilities that you're born
with...

And that is that

GROWTH

Thriving on challenge

Not seeing failure as a way to
describe yourself but as a
springboard for growth &
development

Believing intelligence, talents,
& skills are all susceptible to
growth



Mindsets

**I'M NOT
GOOD AT
THIS.**

Practice
Makes
Perfect

**THIS IS
TOO HARD**

This will take
some time &
effort

**THIS IS
GOOD
ENOUGH**

Is this the
best I can
do?

**I DON'T
KNOW
HOW**

What
resources can
help me
understand?

**SELF CARE
MAKES ME
NERVOUS**

I need to
practice &
prepare

Understanding Your Value

TECHNIQUES TO BUILD SELF - CONFIDENCE

Reflect on Goals

Seek Feedback

Invest in Professional Development

Positive Self Talk



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Communicate Clearly

CLEAR IS KIND!

Be Direct & Specific

Use “I” Statements

Stay Calm & Composed

Use Positive Body Language

Be Respectful

Prepare in Advance



Communicate Clearly

PRACTICE ACTIVE LISTENING!

- Pay **FULL** attention
- Reflect & Clarify
- Avoid Interrupting

Focus on listening, recall, and nonverbal responses.



Communicate Clearly

PRACTICE:

Partner One: Tell A Story!

Partner Two: Practice Active
Listening



Communicate Clearly

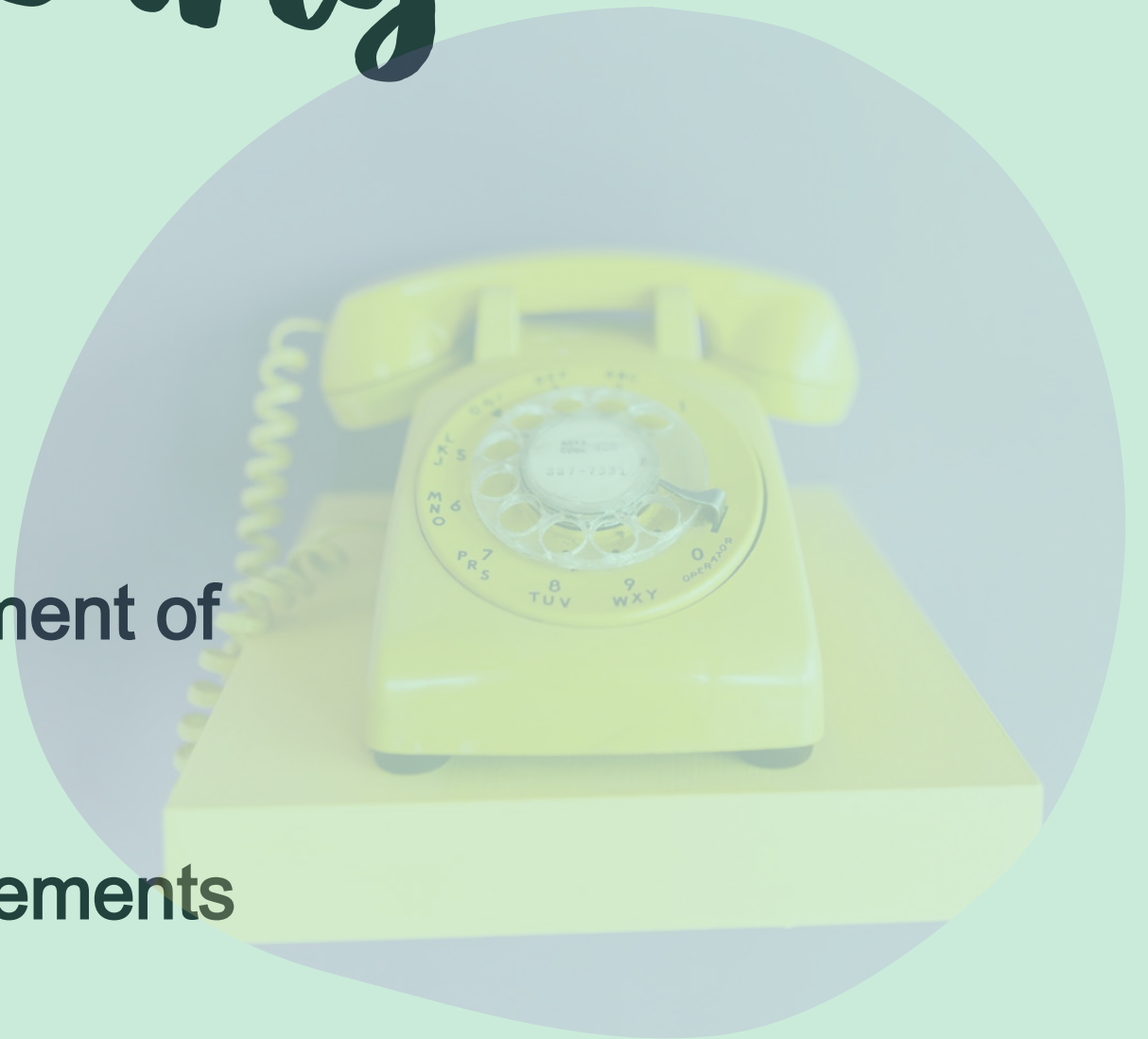
PRACTICE:
Tell A Story!

Pair Up

Partner A: Tell a story that highlights a moment of success or overcoming a challenge.

Partner B: Listen actively. Focus on achievements and strengths. Share positive feedback.

SWAP!



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**Seeking
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Setting Boundaries

A CRUCIAL PIECE OF THE
PUZZLE



Setting Boundaries

REASONS FOR BOUNDARIES

- Maintains a Work/Life Balance
- Promotes Respect
- Enhances Productivity
- Prevents Overcommitment
- Supports Mental Health
- Encourages Clear Communication



Setting Boundaries

EXAMPLES OF BOUNDARIES:

Work Hours

Breaks

Workload Management

Communication Preferences

Personal Space

Saying No

Time Off

Feedback & Criticism



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Seeking Opportunities

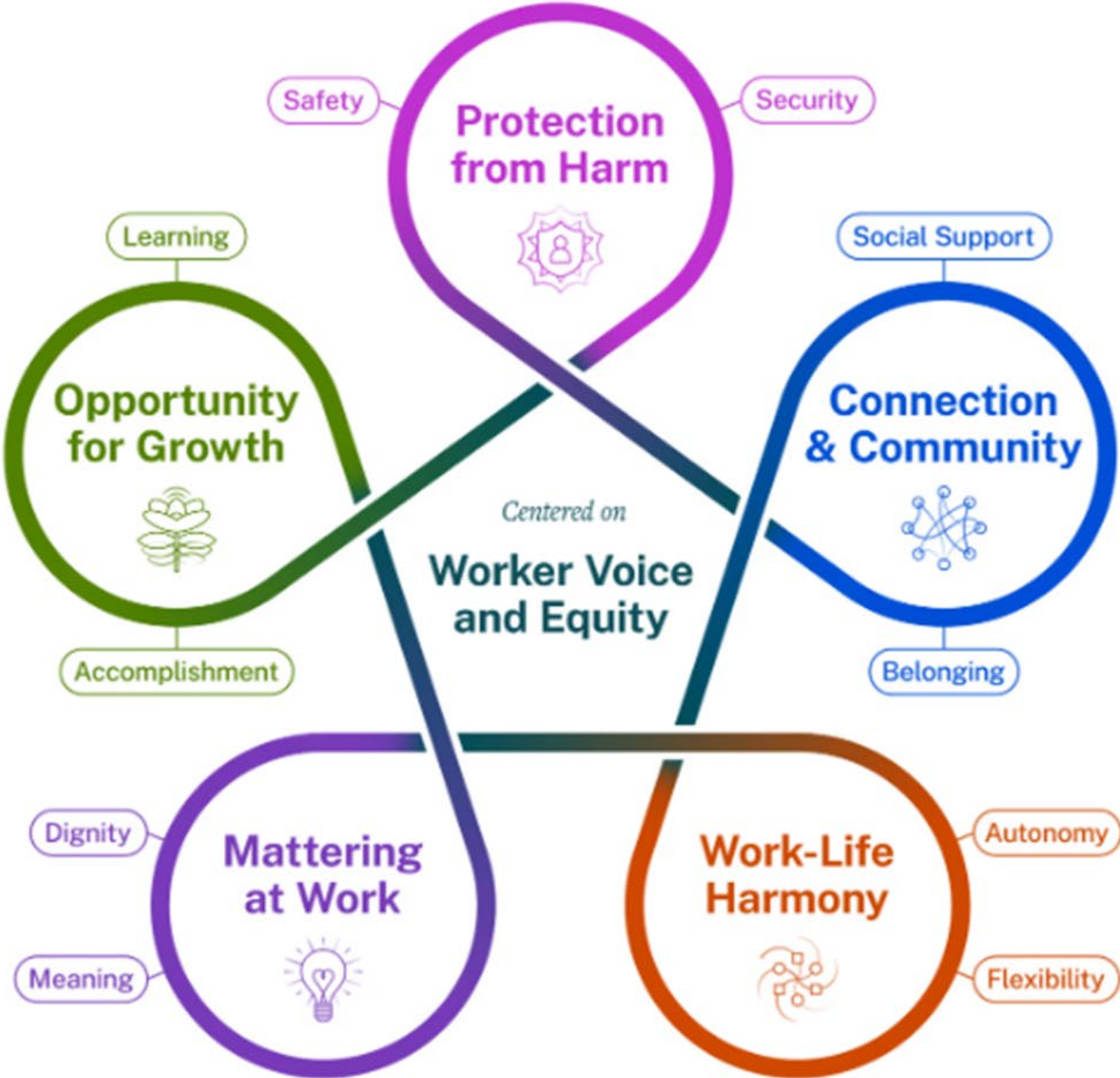
What does advocacy look
like for you?

What does it look like for
your team?



Surgeon General Mental Health and Wellbeing
in the Workplace Framework

Support
your
Team



Supporting Colleagues

Highlight Their Strengths

Provide Opportunities

Offer Constructive Feedback

Mentorship

Support Their Ideas

Encourage Professional Development

Listen

Promote Work-Life Balance

Celebrate Their Successes

Stand Up For Them

“

**Surround yourself with
people who mention
your name in a room
full of opportunity**

Unknown

”

your advocacy action plan

**What is your first
step?**





you matter





Keep in touch

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