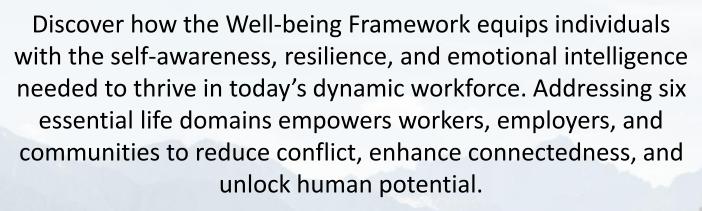


# Midwest Urban Strategies Well-being



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# When you think of well-being, what one word comes to mind?









Use Your Clickers To Help Me Understand What's Resonating

# My Personal Journey

Tried to work my way through college Moved to US to manage a subsidiary of a UK Company

CEO of an assessment software company

Americas: 1992 to 1999 Worldwide: 2000 to 2019 Assessment software company sold

Founded the Foundation for Talent
Transformation



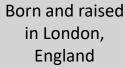


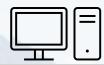












Stumbled into the computer industry



Started distribution businesses and sold them



Wrote a book on how helpful assessments can be during rapid change



## Foundation of Talent Transformation

We help individuals build self-awareness, resilience, confidence, and career readiness through free assessments, apps, and AI tools, empowering them to thrive in today's and tomorrow's workforce.



### Foundation of Talent Transformation

Started building valid, reliable assessments we refer to as quizzes.

2022 Started Releasing Assessments Al-enabled Smart Frequently Asked Questions

Researched and then Developed a Well-being Framework

Talking Companions













Identified the Problem to Solve and then Foundation formed in 2021



Ensure Assessments and Tech Scalability



Directory of Coaches



Al-enabled Guides (Erica and Gaby) introduced



Engaging Partners



18 Assessments Available

500 Coaches in Directory

Al-enabled Text Companions

Al-enabled Talking Companions





# Personas – How We Show Up

Our Personas How We Show Up















**Situations** 

Healthy Home Toxic Home Thriving Workplace

Stressful Workplace

Sporting Event

Restaurant

Meeting

People Skills

Self-Awareness Self-Management Social Awareness Relationship Management

Who We are

Personal Values

Identity

Personality Traits

Interests

Life Experiences

DNA



# How Our Upbringing and Life Experiences Affects Us?

### Dysfunctional Upbringing and Negative Life Experiences



**Distrust of Others** 



Fear, Anxiety, or Depression



**Negative Self-Perception** 



**Challenges in Forming Healthy Relationships** 



**Recurrent Emotional Flashbacks or Triggers** 



**Poor Physical Health** 



**Mental Health Issues** 



**Risky Behaviors** 

# Successful Upbringing and Positive Life Experiences



**Ability to Trust Others** 



**Emotional Resilience** 



**Positive Self-Perception** 



**Healthy Relationships** 



**Emotional Stability** 



**Good Physical Health** 



**Mental Well-Being** 



**Responsible Behaviors** 







## The Good News!

# Dysfunctional Upbringing and Negative Life Experiences

# **Successful Upbringing and Positive Life Experiences**

Distrust of Others	Ability to Trust Others
Fear, Anxiety, or Depression	Emotional Resilience
Negative Self-Perception	Positive Self-Perception
Challenges in Forming Healthy Relationships	Healthy Relationships
Recurrent Emotional Flashbacks or Triggers	Emotional Stability
Poor Physical Health	Good Physical Health
Mental Health Issues	Mental Well-Being
Risky Behaviors	Responsible Behaviors



So Much Is Changing Change Causes Stress Which Means You Need:

Look After Yourself
so you can...
Thrive and Help Others Thrive





# What's Changing

in the world of Workforce Development

# Dramatic Shift In Federal Policy

As of May 18, 2025,

# 151 Executive Orders

have been issued by the new administration

- Key Executive Orders Affecting Workforce Development
  - Preparing Americans for High-Paying Skilled Trade Jobs of the Future
  - Advancing Artificial Intelligence Education for American Youth
  - Restoring Accountability to Policy-Influencing Positions Within the Federal Workforce
- Key Executive Orders Impacting Diversity Equity and Inclusion
  - Ending Radical and Wasteful Government DEI Programs and Preferencing
  - Ending Illegal Discrimination and Restoring Merit-Based Opportunity
  - Defending Women From Gender Ideology Extremism and Restoring Biological Truth to the Federal Government
  - Initial Rescissions of Harmful Executive Orders and Actions
  - Executive Order on Military DEI Programs
- Proposals that affect WIOA
  - Consolidate several workforce development programs
  - Reduce funding (\$4.6 billion to \$3 billion)
  - Elimination of Key Programs Job Corps and SCSEP
  - \$1.7 billion cut to WIOA State Grants
  - Elimination of funding for WIOA Youth Activities
  - States have increased control over workforce funds
  - Elimination of >\$183 million for DoL training & employment services
  - 75 million cut from the Dislocated Worker National Reserve



# Changing Nature of Work









# Industrial Revolution 1

Meccanization.
 waterpower,
 steam power,
 canals, weaving
 looms

# Industrial Revolution 2

 Standards enabled electrical power, mass production, assembly lines

# Industrial Revolution 3

 Computers, data storage and retrieval, supply change management

# Industrial Revolution 4

 AI, Gen-AI, ML, data harvesting from IoT and social media, cyber/physical



# Some Hidden Impacts of Technology

- Jobs At Risk
  - Automation, Robotics, AI, and Gen-AI are putting jobs at risk
- Struggling with Upskilling
  - Rapid innovation leaves many struggling to adapt to automation and Al.
- Social Media
  - FOMO: Fear of Missing Out trigger anxiety and a sense of exclusion.
  - Comparison to others fuel isolation, image anxiety, and disconnection.
  - Algorithmic Echo Chambers: Content reinforces bias and marginalizes diverse views.
  - Misinformation is an Industry: Spreads rapidly, distorting understanding of the facts.
  - Dopamine Hits: Likes, comments, infinite scrolling, and notifications create compulsive use and dependence.
- Always On





# That's A Lot! But you're the leader!



# And Then There's Imposter Syndrome

But you're the leader!

# Imposter Syndrome

- Common among high achievers and perfectionists
- Can lead to anxiety, burnout, and underperformance
- Fear of being "exposed" as a fraud
- Self-doubt despite evident success

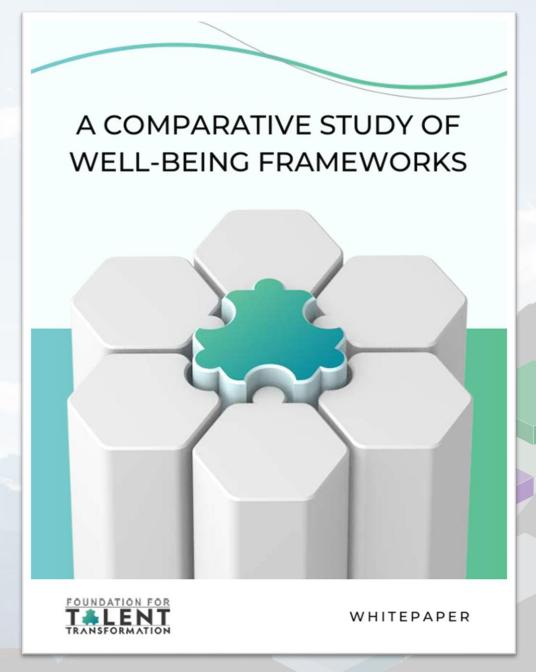






# Well-being Frameworks

- Psychological Well-being Frameworks
  - Focus: Mental health, emotional resilience, personal growth.
  - Used by: Psychologists, therapists, life coaches, educators
- Holistic or Multi-Dimensional Well-being Frameworks
  - Focus: Multiple domains of life (mental, physical, social, etc.)
  - Used by: Employers, governments, wellness programs
- Public Health and Policy Frameworks
  - Focus: Population-level health, prevention, and social equity
  - Used by: Policymakers, health departments, NGOs
- Workplace and Organizational Well-being Frameworks
  - Focus: Employee experience, job satisfaction, productivity
  - Used by: HR teams, organizational consultants, corporate wellness initiatives
- Educational Well-being Frameworks
  - · Focus: Student and educator flourishing, engagement, and resilience
  - Used by: Schools, universities, education departments
- Cultural or Spiritual Well-being Frameworks
  - Focus: Identity, belonging, meaning, tradition
  - Used by: Community leaders, faith-based organizations, indigenous well-being models
- Economic or Socioeconomic Well-being Frameworks
  - Focus: Financial security, employment, income inequality
  - Used by: Economists, governments, development agencies





# Talent Transformation Well-being Framework

#### **Self-Awareness**

Nurturing self-awareness enhances confidence and optimism, fostering a growth mindset essential for personal development, goal achievement, and overall well-being.

#### **Healthy Relationships**

Healthy relationships thrive on effective communication, conflict handling, collaboration, and emotional intelligence, all fostering mutual respect and understanding.

#### Career and Pursuits

Whether you are a student, homemaker, entrepreneur, or employee, finding joy in daily activities that resonate with your values, vocational interests, learning mindset, enterprising spirit, and personal styles is vital for your happiness.

#### Social Engagement

Social engagement fosters your purpose, sense of belonging, resilience, and empowerment, significantly enhancing your mental and emotional well-being through meaningful community connections.

#### Fitness and Health

Maintaining fitness and health requires a balanced diet, regular sleep, regular exercise, and self-care, which are essential for sustained vitality and a fulfilling life.

### **Financial Stability**

To achieve financial stability, you'll need to learn about financial literacy, spend less than you earn, save smartly, and invest wisely.





# What matters most to your well-being?

1. Healthy Relationships

2. Financial Stability

3. Self-Awareness

4. Fitness and Health

5. Successful Career

6. Social Engagement



### What is Self-Awareness?

- Recognizing your emotions, thoughts, values, interests, personality traits, talents, and identity.
- Understanding your strengths and limitations.
- Gaining clarity on how you show up in different situations.





# Why Self-Awareness Matters

- Builds confidence, optimism, and a growth mindset.
- Enhances decision-making, relationships, and personal growth.
- Helps align actions with values and long-term goals.





# What Gets In Your Way Of Developing Self-awareness

- Fixed mindset
  - Believing traits and abilities are unchangeable.
- Competing priorities
  - Life's demands push self-reflection aside.
- Fear of self-discovery
  - Worrying about what we might find.
- Discomfort with vulnerability
  - Avoiding uncomfortable truths or feelings.





## How to Develop Your Self-Awareness

- Take a self-assessment each week
  - Personal Values
  - Personality Traits
  - Emotional Intelligence
  - Communication Styles
- Reflect on your day and journal insights.
- Practice "Name it, Frame it, Re-frame it, Tame it" to process emotions and behaviors.
- Reframe challenges as opportunities for growth and celebrate small wins.
- Dedicate 5–10 minutes daily to check in with your thoughts and feelings.
- Use the My Talents app and its Al guide for personalized feedback and selfreflection prompts.





Question Not
Presented
So No
Answers
Available

# What actions will you prioritize to improve your self-awareness?

- 1. Take a quiz to reflect on who I am
- 2. Set aside time for journaling or self-reflection
- 3. Ask for honest feedback from someone I trust

- 4. Use the My Talents app to explore my strengths
- 5. Learn about my biases
- 6. Develop the courage to learn about myself



# What are Healthy Relationships

- Built on trust, empathy, open communication, and mutual respect.
- Create emotional safety and a sense of belonging.
- Allow for honest expression of needs, thoughts, and boundaries.





# Why Healthy Relationships Matter

- Boost emotional well-being and reduce feelings of loneliness.
- Provide support during life's challenges and transitions.
- Improve communication, collaboration, and personal growth.





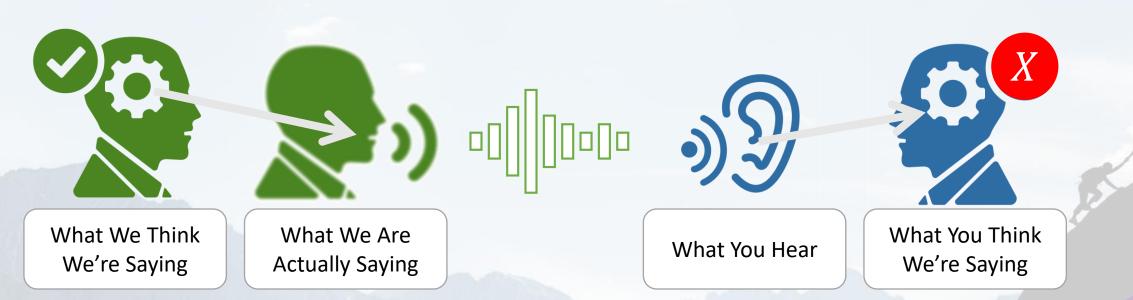
# What Gets In the Way of Healthy Relationships?

- Expecting strong relationships to develop without effort.
- Low psychological safety—fear of judgment or conflict.
- Unclear or shifting boundaries.
- Lack of communication or emotional intelligence skills.





# Aspects of Communications



### Seek First To Understand



# How to Strengthen Your Relationships

- Seek first to understand.
- Practice active listening and empathy.
- Express gratitude.
- Explain your needs in low-stakes moments.
- Learn about your communication, conflict, and interactive styles.
- Set and revisit boundaries with clarity and care.
- Send a quick note, text, or thank-you today to deepen a personal connection.
- Use coaching or the Erica AI assistant to rehearse difficult conversations.





### Which actions will you take to strengthen your relationships?

1. Practice active listening in everyday conversations

2. Express gratitude for 3 things each morning or evening

3. Set healthy boundaries in a current relationship

4. Learn more about emotional intelligence and how to apply it

5. Apologize or reconcile with someone I've had tension with

6. Take a communication or conflict handling style quiz

# What is Purposeful Work (Career and Pursuits)?

- Engaging in work or daily activities that align with your interests, strengths, and values.
- Feeling a sense of meaning, direction, and contribution in what you do.
- Pursuing goals that connect to something greater than yourself.





# Why Purposeful Work Matters

- Fuels motivation, satisfaction, and a sense of accomplishment.
- Enhances emotional well-being and resilience.
- Encourages continuous growth, learning, and life satisfaction.





#### What Gets In the Way of Purposeful Work?

- Financial responsibilities & challenges.
- Fear of failure.
- Fear of not being "good enough."
- Social pressure to follow traditional or expected paths.
- Uncertainty about passions or purpose.
- Lack of confidence or courage to explore new directions.





#### How to Discover and Pursue Purposeful Work

- Explore fit by taking the Personal Values, Career Interests, and Talents Identifier quizzes.
- Try one new activity or hobby this week;
   start small and stay curious.
- Set learning goals and take the Learning Mindset quiz to build resilience.
- Focus on progress over perfection; each step reveals new insight.
- Use the My Talents app to get personalized role suggestions and guidance.





## What steps will you take to align your work or pursuits with what fulfills you?

- 1. Take the career interests or talents quiz
- 2. Set a new career goal based on my strengths
- 3. Develop the courage to try something new, even if it feels risky
- 4. Explore a hobby or side project that energizes me
- 5. Talk to someone in a career path that interests me
- 6. Learn a new skill to open up future opportunities



#### What is Social Engagement?

- Actively participating in your community or social groups.
- Fostering a sense of connection, contribution, and belonging.
- Building relationships that align with shared values or interests.





### Why Social Engagement Matters

- Strengthens emotional and mental well-being.
- Builds resilience through connection and support.
- Promotes purpose by contributing to something larger than yourself.





### What Gets In the Way of Social Engagement?

- Life and responsibilities.
- Social anxiety or fear of rejection.
- Feeling excluded, disconnected, or unsure where to begin.
- Believing social activity isn't productive or worthwhile.
- Struggling to find energy to engage.





#### How to Increase Your Social Engagement

- Start small—volunteer for a low-pressure role or attend a local event.
- Use the Identity or Social Bias quizzes to reflect on your role in groups.
- Reframe engagement as a meaningful connection, not performance.
- Schedule time each week for one intentional interaction.
- Explore online or app-based communities that reflect your interests.
- Do one thing this week—reconnect, contribute, or show up for a cause you care about.





# How will you improve your sense of connection and belonging?

- 1. Volunteer for a cause that matters to me
- 2. Join a group, club, or online community that shares my interests
- 3. Reach out to someone I haven't connected with in a while
- 4. Express gratitude for three things, including small acts of kindness or connection
- 5. Take the identity or social biases quiz to understand how I relate to others
- 6. Attend a local event or gathering to meet new people



#### What is Fitness and Health?

- Caring for your body as a foundation for overall wellness.
- Maintaining physical well-being through:
  - Diet (nutrition)
  - Sleep
  - Exercise
  - Stress Management
- Building habits that support energy, strength, and balance.





#### Why Fitness and Health Matter

- Supports mental clarity, emotional stability, and resilience.
- Enhances mood, focus, and longterm vitality.
- Provides the energy and stamina to fully engage in life.

"It's for the life in your years, not the years in your life."





#### What Gets In the Way of Fitness and Health?

- Life gets in the way!
- Excuses low motivation
- Lack of sustainable routines.
- Confusion from conflicting advice.
- Shame or discouragement from past efforts.







#### How to Improve Your Fitness and Health

- Eat less. Move more!
- Start with small, manageable, and healthy habits
  - Maybe start with 5 minutes of movement or hydration.
- Set realistic goals tied to emotional meaning (e.g., "feel strong playing with my kids").
- Use "54321" to promote action.
- Use visual trackers or reminders to celebrate consistency.
- Pair your goals with a friend or group for encouragement and accountability.
- Take a 10-minute walk today
  - No pressure, just movement and a breath of fresh air.





# Which habits are you most ready to implement to improve your health and well-being?

- 1. Commit to regular physical activity (e.g., walking, stretching, exercise)
- 2. Improve sleep by setting a consistent bedtime
- 3. Prepare more nutritious meals or plan healthier snacks
- 4. Practice stress management (e.g., breathing, mindfulness)
- 5. Develop the courage to break old habits and adopt healthier routines
- 6. Express gratitude for three things related to my body, energy, or wellness



### What is Financial Stability?

- Managing your money wisely with habits that support short- and longterm needs.
- Understanding budgeting, saving, and investing.
- Building a foundation for financial independence and future planning.





#### Why Financial Stability Matters

- Reduces stress and uncertainty about the future.
- Increases independence and life choices.
- Supports peace of mind and confidence in everyday decisions.





#### What Gets In the Way of Financial Stability?

- Impulse spending or emotional purchases.
- Fear, shame, or avoidance when thinking about money.
- Lack of financial knowledge or confidence.
- Living paycheck to paycheck with no safety net.





#### How to Strengthen Financial Stability

- Summarized as:
  - Spending less than you earn
  - Having a plan
- Track your spending for one day
  - Notice habits and emotional triggers.
- Start a money journal to explore the "why" behind purchases.
- Reframe budgeting as a form of self-respect and empowerment.
- Your financial ocean starts with one drop.
- Set one small, automated savings goal (e.g., \$5/day).
- Take the Personal Values quiz to align financial goals with what matters to you.
- Learn basics through bite-sized lessons or the Erica Al assistant.





### Which financial habits will you focus on to feel more secure and in control?

- 1. Track my spending for one month to spot patterns
- 2. Set a small, realistic savings goal and automate it
- 3. Create a simple budget that reflects my priorities
- 4. Learn about financial planning through a trusted source
- 5. Reduce impulse spending by delaying non-essential purchases
- 6. Develop the courage to face my finances and take action, even if it's uncomfortable



#### Write a Letter to Your Future Self And Make It One You'll Love to Receive

- Think about who you will be
- Write as you look back at this workshop
  - Write to yourself as a friend
  - Be kind.
  - Be inspirational.
  - Recognize your humanity.
  - "By now I hope you have......"
  - Express your love for who you are.
- Address the envelope
- Seal them; sign over the seal
- I will mail these to you in 3 months











**My Talents App** 

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