

# BECAUSE

## Discussion Guide

If you are reading *Because* as part of a book club or team, use this guide to structure your conversations and reflections. You might want to read a chapter every week, then meet to discuss that section before moving on.

### Chapter 1.

How connected do you feel to this group, and to other teams you work with, whether you work virtually or in person? In what ways do you think you could improve these connections?

When has technology significantly improved your productivity or communication? On the other hand, in what situations has it been a barrier or distraction? When it's a barrier, what ideas do you have to improve this?

Could you share an experience where reconnecting with someone has had a positive impact on your well-being or perspective? How did it affect your sense of connection and happiness?

How do people in your group feel about the purpose of your current work and company? How connected do you feel to this purpose?

Discuss how people in your group have had to adapt to new domains, and how you could move away from content expertise to context leadership.

### Chapter 2.

Have you ever tried visualizing your purpose in a tangible way, like creating a poster or a flier? How do you think visually representing your purpose can impact your daily life? How might having a visual representation of your purpose in your workspace influence your mindset and actions?

Share an experience where you've discussed your purpose with someone. How did the conversation unfold, and what insights did you gain from that experience? In what ways might sharing your purpose with others help you refine and solidify your understanding of it?

Discuss with the group what strategies you could employ to ensure that your life and decisions consistently align with your purpose, even amidst challenges and changing circumstances.

Reflect on how your purpose currently influences your personal and professional lives. Are there specific actions or decisions you make that align with your purpose? Could there be areas where your actions are incongruent with your purpose?

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### Chapter 3.

Can you recall any moments where your team or someone on your team has shown courageous authenticity? If so, discuss the changes and impact these moments had on the group.

Share an example of a situation where you chose to acknowledge your lack of knowledge and sought input. What were the outcomes, and how did it contribute to a stronger team culture?

Can you provide an example of a mistake or failure that led to a positive outcome? How did you and your team approach the situation, and what lessons were learned?

Who comes to mind as someone who has acted with courageous authenticity? What can you learn from them taking a stand?

### Chapter 4.

Reflecting on your recent interactions, how often do you listen with the intent to understand rather than to respond? Can you share with the group a specific instance where practicing true curiosity improved the outcome of a conversation?

Have you ever engaged in conversations with the sole intention of understanding someone else's perspective? How do you think adopting this practice could broaden your perspectives and influence your decision-making in your personal and professional life?

Can you think of an example from your own experience where adopting a growth mindset and using the word "yet" (i.e. "I can't do this" vs "I can't do this yet") could have led to a different outcome? How might you encourage your colleagues or team members to embrace this practice?

Share with the group an experience when you reconsidered a decision multiple times before finalizing it. How did this reflection impact the quality of the decision and its outcomes?

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### Chapter 5.

Reflecting on your own biases, which one do you think you could work on challenging? What strategies could you employ to actively counteract this bias in your decision-making?

How diverse is your current network in terms of the perspectives they hold? Can you share an experience where engaging with someone who had a contrasting viewpoint led to new insights or creative solutions?

In what ways could a reverse mentorship relationship be mutually beneficial? How might this type of relationship encourage more inclusivity and collaboration within your team or organization?

Share an instance when you reconnected with someone after a period of not being in touch. What barriers might have prevented you from not keeping in touch? How did this interaction contribute to your understanding of diverse viewpoints and ideas?

### Chapter 6.

How do you currently balance spending time on both tasks and building relationships within your team? Can you share an example of a time when investing in unstructured or nonwork-related team activities positively impacted collaboration?

Have you ever participated in or led meetings with no set agenda other than allowing team members to share their thoughts and feelings? How might such listening sessions benefit team dynamics and overall transparency?

Set up time with this group for a listening session, with no set agenda other than just sharing how things are going. After the session, reflect together on the value of this conversation. How will this help you engage together moving forward?

Share a situation with the group where effective communication helped prevent misunderstandings or confusion. How might clear communication contribute to a more transparent and trustworthy work environment?

What strategies could you employ to build the courage to have difficult conversations when needed? How might being upfront and addressing issues directly contribute to maintaining trust within your team?

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### Chapter 7.

What strategies could you implement to go deviceless during specific times to enhance your presence and focus on interpersonal interactions? How might setting ground rules around device usage benefit team dynamics during meetings?

Reflect on your current approach to task management. How clear are you about your highest priorities? Can you share with the group an example of a time when a lack of clarity on your priorities affected your focus and productivity?

Share with the group an experience when something didn't go according to plan. Did you respond with a victim mentality or an accountability mindset? How might shifting your response and focusing on what you can control empower your actions in challenging situations?

Can you share an example where delegating a task led to positive outcomes, even if you initially believed only you could handle it? How might trusting your team members and considering the broader context alleviate the urge to handle tasks personally?

### Chapter 8.

In your opinion, how might providing opportunities for others contribute to a positive team dynamic and foster a culture of support and growth? What circumstances could you create to help someone succeed, even if they're not in a position to be noticed?

Share with the group an example of a time when someone responded positively to feedback you provided. How did their response encourage a culture of open communication and learning?

Reflect on your recent interactions. How often do you start with the assumption that the other person has positive intent? How might adopting this starting point influence your communication and relationships?

Share an instance when you experienced the positive feeling of giving without expecting reciprocity. How did it impact your sense of fulfillment and connection with others?

Have you ever spent time working alongside your team on tasks usually done by others? How did this experience build trust and enhance your understanding of your team's work dynamics?

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### Chapter 9.

What two words would you use to describe your leadership brand? Share these words with the group. How did you arrive at these words? What do they say about your values and purpose?

Have you ever shared your purpose and leadership brand with a trusted circle of individuals? How do you think getting feedback from others can help refine your brand and improve your articulation of it?

Share your thoughts on the impact of aligning your online presence with your leadership brand. How might this consistency affect your networking, career growth, and interactions with others?

How do you believe your leadership impact ripples out to those around you, your organization, and your community? Can you share an example of a situation where you witnessed the impact of purpose-driven leadership?