

Wisdom Works Collaborative

First Working Session
July 24-25, 2025





GROUND RULES

- Care for your wellbeing
- Be aware of ouch and oops
- Show up fully
- Honor confidentiality

WORKING SESSION OBJECTIVES

- Leaders **develop and outline scenarios** that may emerge in the current turbulent context.
- Leaders **reexamine the purpose, vision, and values** of each nonprofit to ensure alignment within the organization.
- Leaders **gain personal and group feedback from the thriving leadership assessments** and integrate insights into the scenario planning and purpose exploration.
- Leaders **establish personal commitments for thriving and resilience**, as well as those that will enable thriving for the group.



Our **BANI** World

Brittle

Anxious

Non-linear

Incomprehensible

CORE QUESTIONS

- How can we become so attuned to ourselves that we understand the state we're in and shift from reactivity to wellbeing and growth?
- How can we help others do the same?

SCENARIO DEVELOPMENT

PRINCIPLES

- Make the scenario distinct
- Think “out of the box”
- Embrace uncertainty
- Think systemically
- Make it actionable

QUESTIONS

- What’s the best/middle/worst possible scenario that could occur for your organization?

...and the people it touches?
 - Individuals
 - Operational
 - Community
 - Systemic

Wisdom Works Collaborative

July Working Session

Day Two





NORMS

There is no pressure to disclose your assessment feedback.

Please do not inquire or comment about the assessment feedback of others without permission.

You consent to participate for your learning and growth.

Leadership

The stance you take to actively steward the conditions where all people can be effective and thrive.



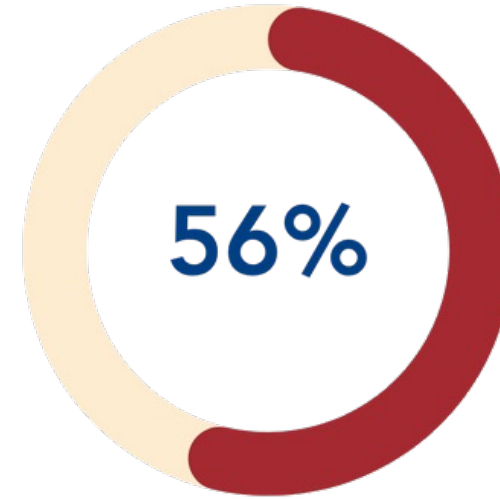
NONPROFIT WORKFORCE IN CRISIS



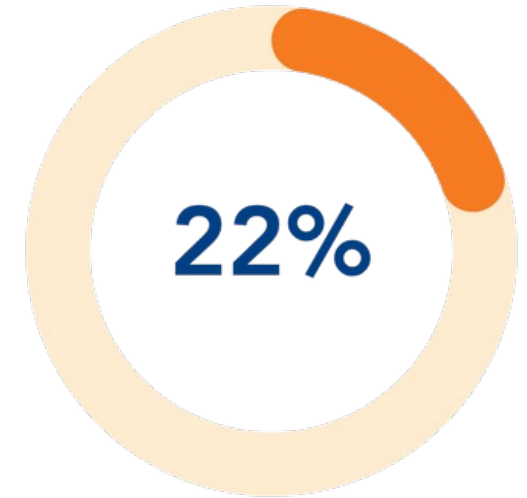
of nonprofit leaders
are concerned about
staff burnout



nearly 50% are
finding it difficult to
fill staff vacancies



of nonprofit leaders
are somewhat or very
concerned about their
own burnout



of nonprofit employees
lived in households
unable to afford
necessities like housing
and healthcare

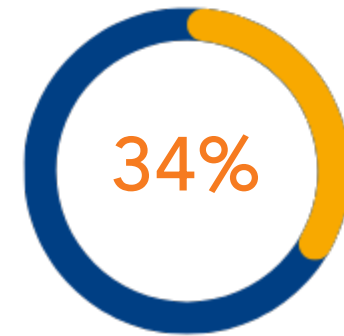
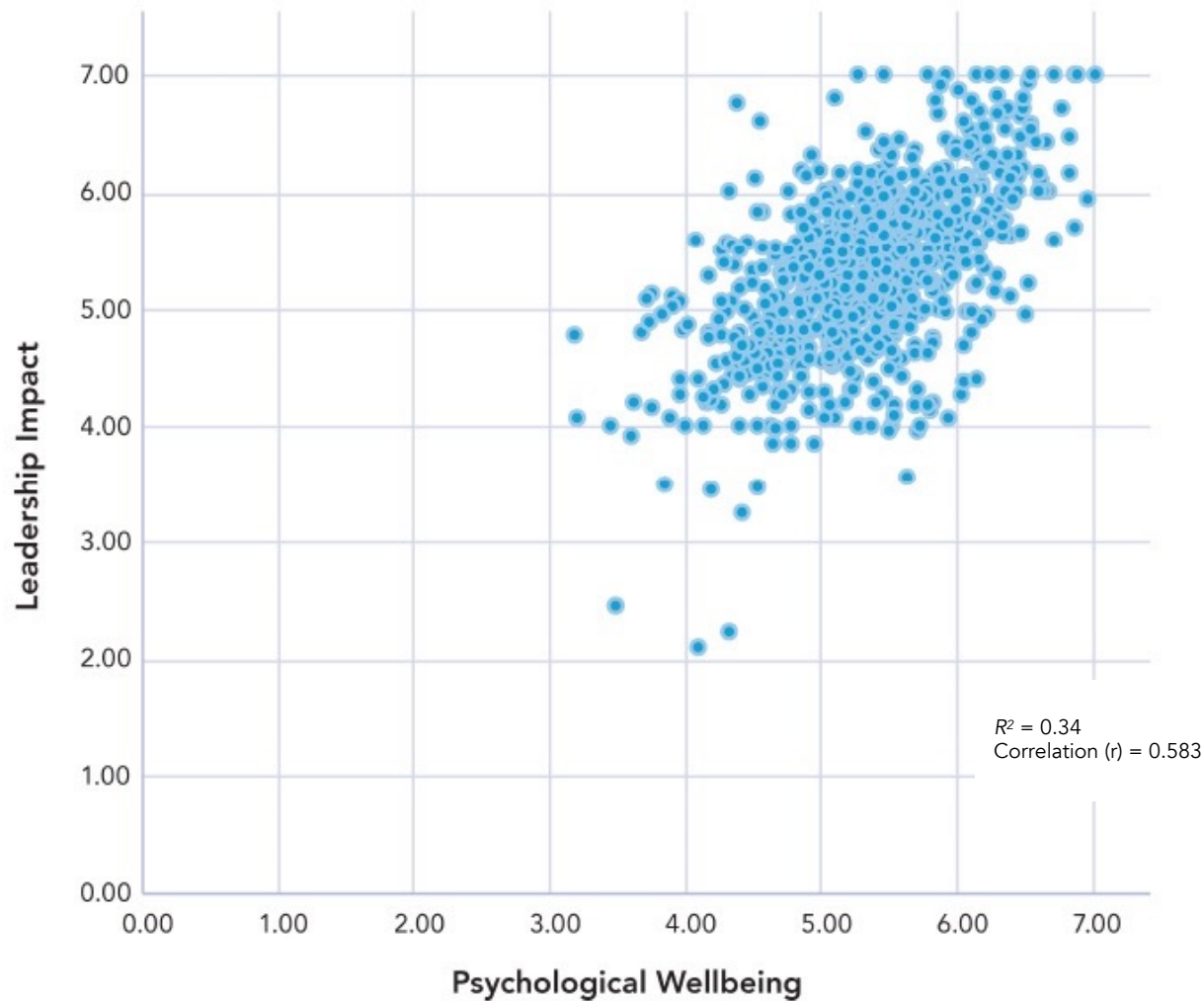
WORKPLACE WELLBEING & FIRM PERFORMANCE



■ S&P 500
■ Nasdaq Composite
■ Russell 3000 Index
■ Work Wellbeing 100

Source: [De Neve, J-E, Kaats, M., Ward, G. \(2024\). University of Oxford Wellbeing Research Centre.](#)

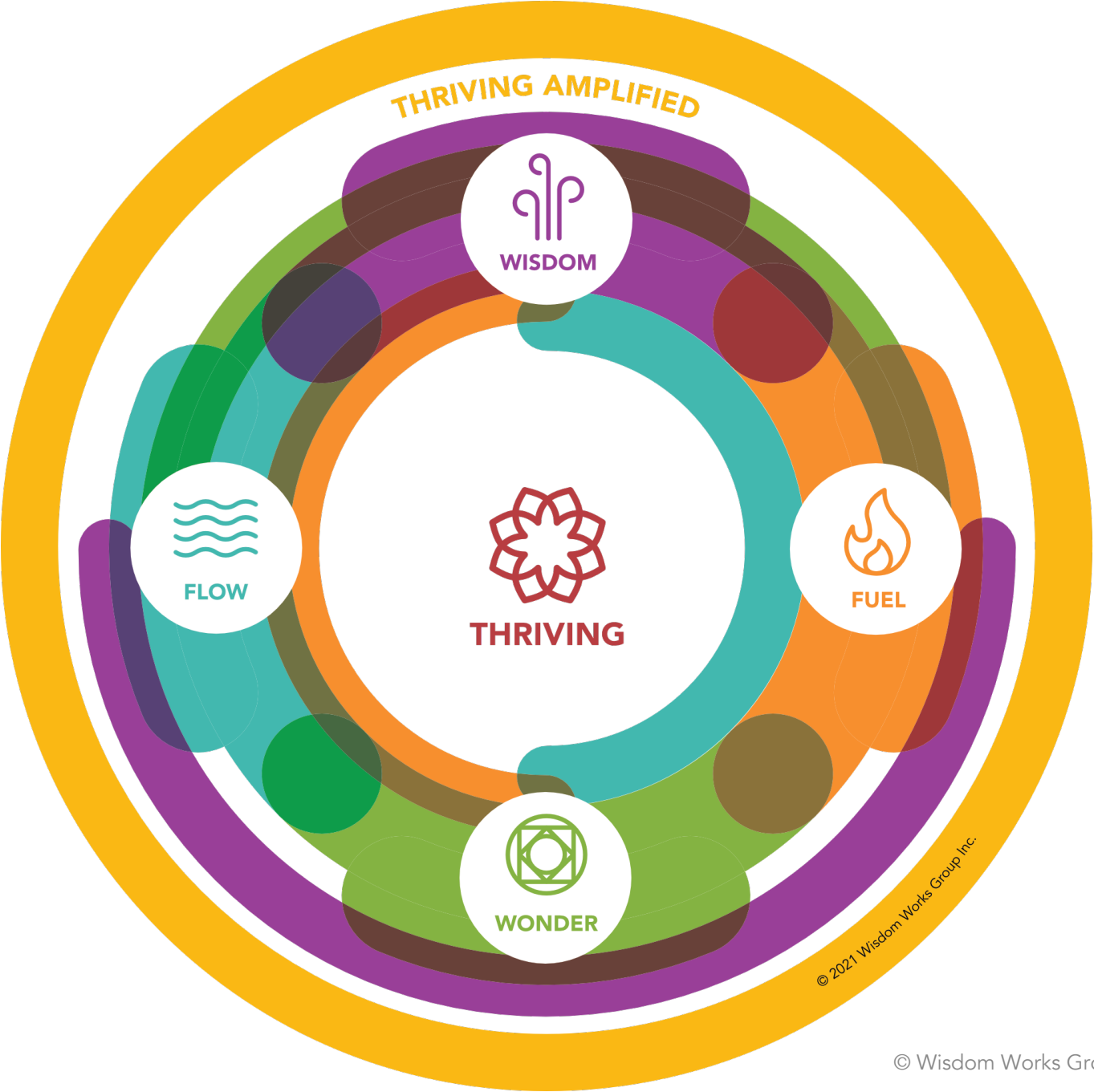
HIGHER LEADER WELLBEING LINKS TO HIGHER LEADER IMPACT



34% of a leader's reported impact can be explained by the leader's wellbeing—their experience of being internally well-resourced for their demands.

THRIVING

Internally well-resourced to meet our demands in life & work with vitality, competence, and growth



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A FEW THINGS TO KNOW

It is not a personality assessment, typology, or predictive index.

There are no right or wrong answers.

It reflects your wellbeing during this period in life & work.

Your results are confidential.

FOUNDATIONAL PRINCIPLES

We become
our habits.

We can
evolve.

Wellbeing is
an innate
capacity.

Wellbeing
inspires
well-doing.

COLLABORATIVE

JULY 2025

11 Leaders

ORGANIZATIONAL CHANGE:
The degree of organizational change that affected their area in the last year.

Not at All	A Small Amount	Moderately	Very Much	Enormously
9%	18%	9%	45%	18%

PERSONAL AUTONOMY:
The opportunity for independence and personal initiative in their job.

Very Inaccurate	Slightly Inaccurate	Uncertain	Accurate	Very Accurate
0%	0%	0%	50%	50%

ORGANIZATIONAL CULTURE:
Your organization's culture, ways of communicating, and management styles.

Mechanistic Chain of Command	Organic Participative
55%	18%
27%	

STRESS IN LIFE & WORK

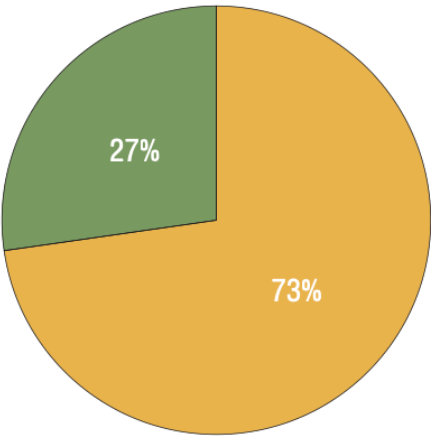
JULY 2025
11 Leaders

	Not at All	A Small Amount	Moderately	Very Much	Extremely
Coworkers	9%	55%	36%	0%	0%
Management	9%	45%	45%	0%	0%
Job	0%	36%	45%	18%	0%
Significant Others	27%	64%	0%	9%	0%
Children	36%	36%	27%	0%	0%
Relatives	45%	36%	9%	9%	0%
Social life & friends	64%	27%	9%	0%	0%
Personal finances	18%	64%	18%	0%	0%
Physical health	0%	73%	27%	0%	0%
Spirituality or faith	82%	18%	0%	0%	0%

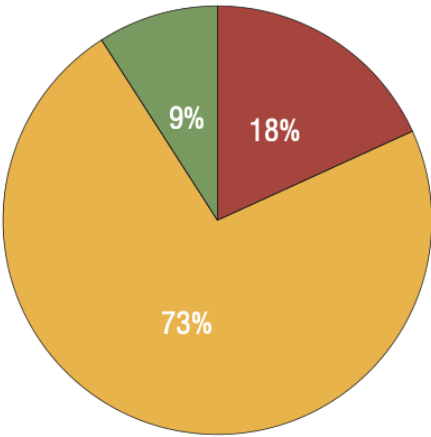
COLLABORATIVE DASHBOARD

JULY 2025
11 Leaders

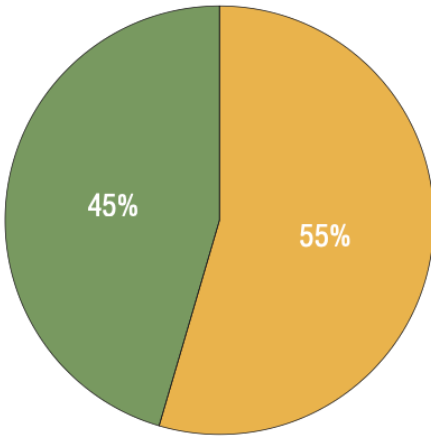
■ High ■ Moderate ■ Low



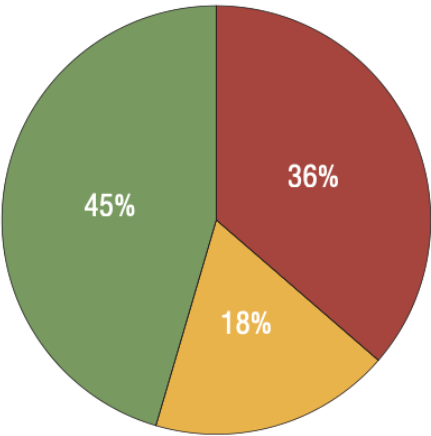
THRIVING



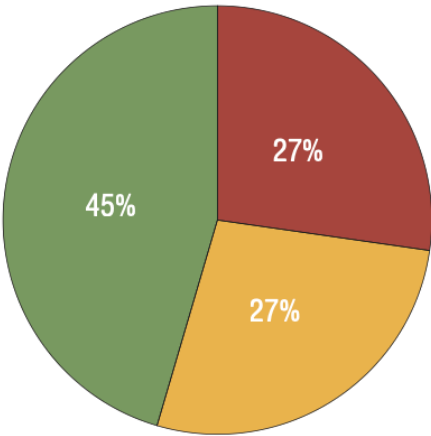
FUEL



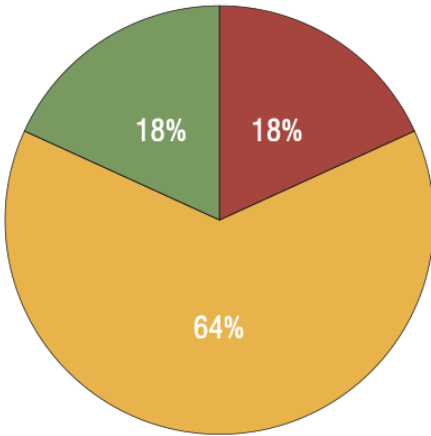
FLOW



WONDER



WISDOM



THRIVING
AMPLIFIED

TODAY & TOMORROW

FLOURISHING

RESILIENCE





FUEL

EATING FOR FUEL

MOVING FOR FUEL

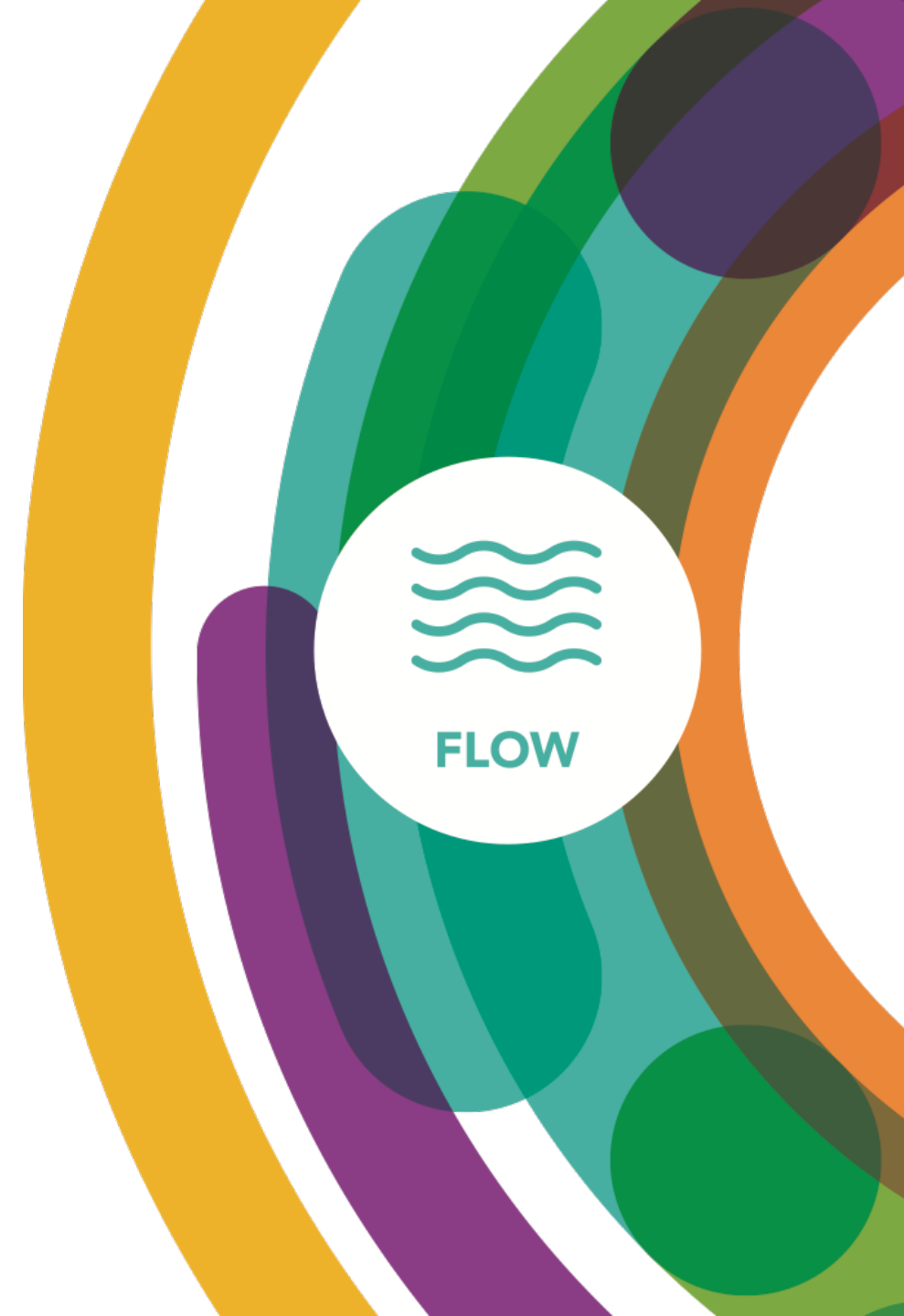
RESTING FOR FUEL

BREATHING FOR FUEL

ENGAGEMENT AT WORK

SELF-ESTEEM AT WORK

MINDFULNESS





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APPRECIATION & AWE

SEEKING NEW PERSPECTIVES

LEARNING & GROWING

VISION & PURPOSE

WHOLENESS

EMOTIONAL CAPACITY



ENERGIZING OTHERS

MAXIMIZING THE POTENTIAL OF OTHERS

CULTIVATING CARE IN OTHERS

A stylized rainbow arching over a white circle. The rainbow consists of several concentric bands of color: yellow, orange, red, purple, green, and blue. The text "THRIVING AMPLIFIED" is written in a bold, sans-serif font across the middle of the rainbow. The white circle is positioned in the center of the rainbow's arch.

THRIVING AMPLIFIED

EXPLORE

What stands out for me?

*How are my assessment results
showing up in my life and work?*

*How well-resourced am I given the complexities
and demands I face in life and work?*

*If I gave it more focus, what area do I believe
would most support me to thrive?*

PURPOSE, VISION, AND VALUES

PERSONAL REFLECTION

- Why did you join this organization?
- What part of your organization's purpose, vision, and values inspired you?
- When have you felt most aligned with your organization's purpose, vision, and values?
- Think about a moment in your leadership where you felt your organization's purpose, vision, and values truly came alive—and why this moment matters to you.
- How could your organization's purpose, vision, and values, serve you in each scenario—and where do you see room for reinforcement or change?

TEAM REFLECTION

- What feels alive and true in our purpose, vision, and values?
- What feels flat or outdated?
- Where do we live these today?
- Where are we drifting?



PEER COACHING

- What insights have you gained so far?
- What 1-3 areas do you want to explore for your effectiveness & thriving?

NEXT STEPS

01

Explore your personal assessment results and connect with your Peer Coach

02

Refine the three scenarios and reflect on what they mean for your leadership team

03

Discuss how your nonprofit's purpose, vision, and values impact the defined scenarios