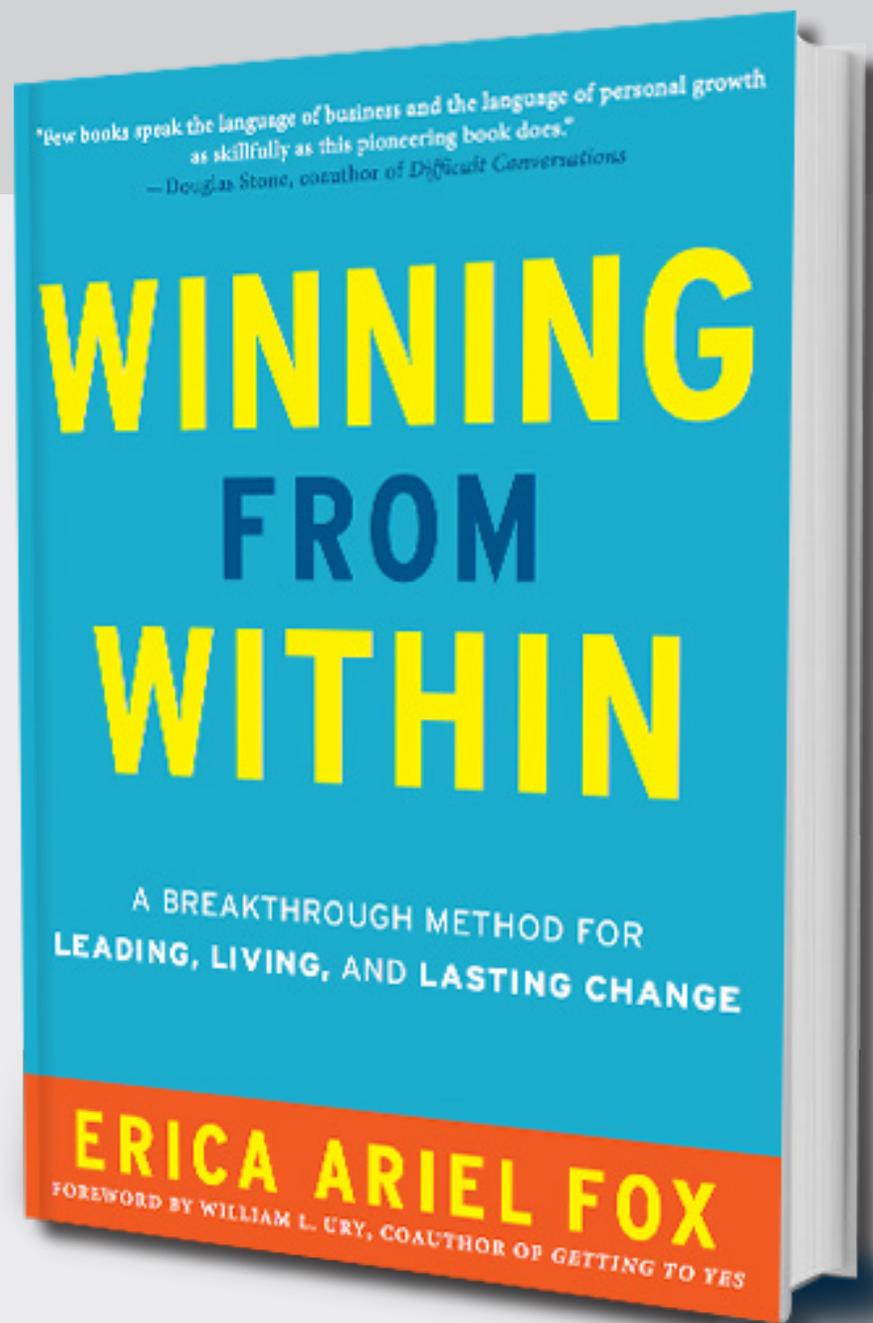


Reader's Guide FOR BOOK GROUPS



These reflection questions are for use on your own
or with a book discussion group.

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› Introduction

Winning from Within™: A Breakthrough Method for Leading, Living and Lasting Change is a rich resource for self-reflection and personal development. With this discussion guide we are seeking to support readers, book clubs and groups of friends to use the book as a wonderful jumping off point for reflection and discussion.

We hope this will further enable everyone to apply the Winning from Within Method in your own lives. To that end, we have created a six month / six session learning journey that you can undertake with friends and colleagues alike. However, you can also work with the discussion questions as outlined in the following pages as a structure for your own journal entries and more private reflections on the book's content and teachings.

› Starting A *Winning from Within™* Small Group

Below please find a six month sequence of readings and reflection questions which you can use as starting points for journal entries or as a structure for forming and conducting a *Winning from Within™* Small Group. We have provided a set of guidelines below for how a small group might use a two hour meeting to provide peer coaching, share new understandings, celebrate successes and mine the book for the wisdom and practices it can offer. Of course feel free to innovate the structure of the small groups and to iterate new discussion questions as best serves your needs.

› Keeping in Touch

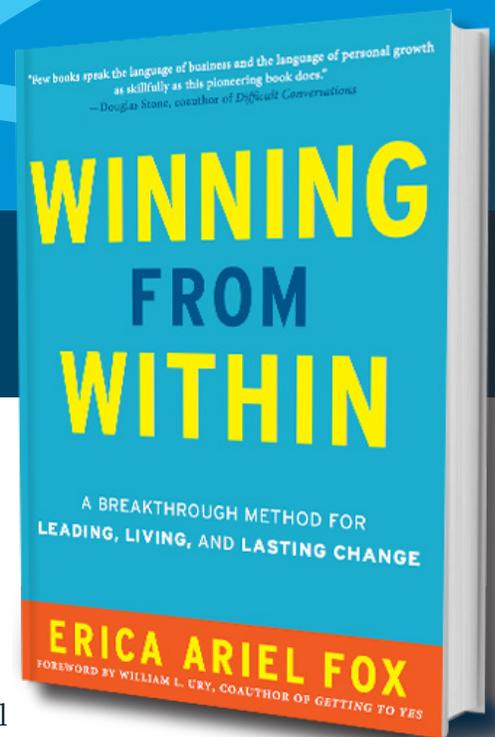
We'd love to hear from you as you explore the themes and ideas in the book. We are eager to learn how you are applying them in your personal and professional lives. Please feel free to post photos of your small groups as well as insights, experiments and breakthroughs you have as you embrace *Winning from Within™* in your work place and home life. We'd love to know about people in your own life who personify the leadership strengths of any of the Big Four and moments when you were able to approach your own life as a learning journey and the wisdom that enabled.

Please feel free to post pictures, reflections, stories and questions on our LinkedIn site at <http://www.linkedin.com/groups/Winning-From-Within-3316037> and to follow Erica as a Linked In Influencer at www.linkedin.com/in/ericaarielfox.

We greatly look forward to engaging with you as you explore *Winning from Within™*.



Erica Ariel Fox, Author



SUGGESTIONS FOR HOW TO RUN A *WINNING FROM WITHIN*TM SMALL GROUP

- Before each meeting assign a facilitator. Ideally rotate this role across the group from one meeting to the next.

STRUCTURE OF THE SESSION ITSELF

› **OPENING:** Start each meeting with a simple opening ritual. This could be a moment of silence or a check in where very participant shares how they are feeling and/ or what they want to get out of the meeting. You might also consider an opening question that everyone can respond to. The check-in helps everyone to let go of distractions and “to-do” lists and really arrive to the group discussion. It also builds a sense of trust and connection among the meeting participants.

- At the beginning of the Opening the facilitator should pose the questions that everyone should address. Give each person time to address the questions, perhaps with a guideline for how long each person should speak (usually 2-3 minutes maximum)
- Encourage responses for each speaker before moving on to the next. At times you may want to encourage some quiet time in between people so everyone can digest what they have just heard before switching. Its advisable not to allow cross-talk or commentary so everyone has a chance to share openly.

› **DISCUSSION QUESTIONS:** We would advise that you structure the discussion around the key questions we have posed below, or perhaps a specific chapter of the book that everyone would have re-read in advance. The facilitator might create in advance of the discussion either a plan for how they want to facilitate the discussion itself

› **EXERCISES:** Rather then, or addition to a group discussion, you might ask the facilitator to prepare in advance an exercise that might bring the theme of that chapter to life for the group participants. You might consider using some of the exercises Erica offers in the book itself either in advance of the session with participants reporting on their experience and insights or conducting the exercise together during your book group and then sharing its impact on each

of the group members before you close your session.

› **READING AN EXCERPT:** You might consider inviting group members to bring an excerpt of the book, a phrase or lesson learned, that they would share during the meeting. Other members of the group might then take 5-8 minutes quietly to journal their reflections, share with another partner their thoughts and reactions to the meeting or share with the full circle.

› **CLOSING:** Make sure to leave some time at the end for a short closing ritual. This could be a moment of silence or a check-out where every participant shares what they are taking away or perhaps a goal for how they will experiment with the *Winning from Within*TM method further after the meeting.

GROUP NORMS TO CONSIDER

- **Speaking from the heart:** Address each question in an open manner and by speaking from your heart. Seek to suspend judgment while listening to others and offer that same generosity to yourself.
- **Confidentiality:** Commit to maintaining strict confidentiality about what is discussed in your *Winning from Within*TM small group.
- **Listening:** Practice active and open listening. Have the facilitator clarify for the group in any given section of the meeting when there you are requesting silence after someone shares, when you wish the speaker to hear the group reflect back and mirror what they have heard in acknowledgement of what has been said, and when you are inviting an open dialogue and comments are welcome.
- **Respect:** Give unconditional respect to each group member.
- **Feedback:** Bring thoughtfulness and candor in giving feedback to other group members, and openness and curiosity in receiving feedback from them.

DISCUSSION GROUP SUGGESTIONS

› SESSION 1:

1. The title of the book is *Winning From Within™*. What reactions do you have to this title? How does this express the central idea of the book?
2. Did anything surprise you about this book? What ideas or preconceptions did this book challenge in your mind?
3. How do the ideas in this book relate to other books you've read or other seminal ideas in personal growth and leadership development you have been touched by?

› SESSION 2:

4. What story was most impactful for you? Why do you think this was?
5. Pick a quotation from the book that especially struck you. What was so striking about that quotation? What does it mean for you?
6. Erica speaks of her life's journey frequently in *Winning From Within™*. Is there any part of your own life's journey that was illuminated by the book?
7. What part of you was inspired by this book? What will you do with this inspiration? How do you hope your life will be different? What results do you hope to see?

› SESSION 3:

Consider having group members take the Big Four Survey in advance of this session. It can be found under FREE STUFF on the book's website at www.winningfromwithin.com.

8. What are some examples of the **Performance Gap** you have seen in others? Yourself? What were the consequences? What gets in the way of your closing the **Performance Gap** you struggle with the most? What would help?
9. Which of the **Big Four** inner negotiators do you use the most in your life? What might be the reason for that? How is that different at work, at home, and in community? How does your inner negotiator impact these different dimensions of your life?

10. Which of the **Big Four** inner negotiators do you use least in your life? What might be the reason for that? How is that different at work, at home, and in community? How does this impact these different dimensions of your life?

11. Which of the **Big Four** inner negotiators could benefit from some exercise, attention, and growth? What would be the rewards? How could you strengthen these capacities?

› SESSION 4:

12. What experience have you had of being centered? What does that feel like to you? What is the impact?
13. What knocks you off center? What does that feel like to you?
14. What might you do to bring more centering into your life? What gets in the way of maintaining a centering practice?
15. If you have a centering practice, what is it and how does it serve you? How could you amplify the quality of "center" in your life? What would you need to start doing? What would you need to stop doing?

› SESSION 5:

16. How would you tell the outer story of your life? What have been your life challenges, milestones, mentors, turning points? How would you tell the inner story of your life? What's the connection?

› SESSION 6:

17. The epilogue poses the question, "What does awakening really mean?" What comes to mind when you think about that? How do you think about awakening in your own life and leadership?
18. How are you using the Winning from Within™ method in your own life over these last months and how is it transforming you and your personal and professional life? What have been the gifts to you and your life and leadership?

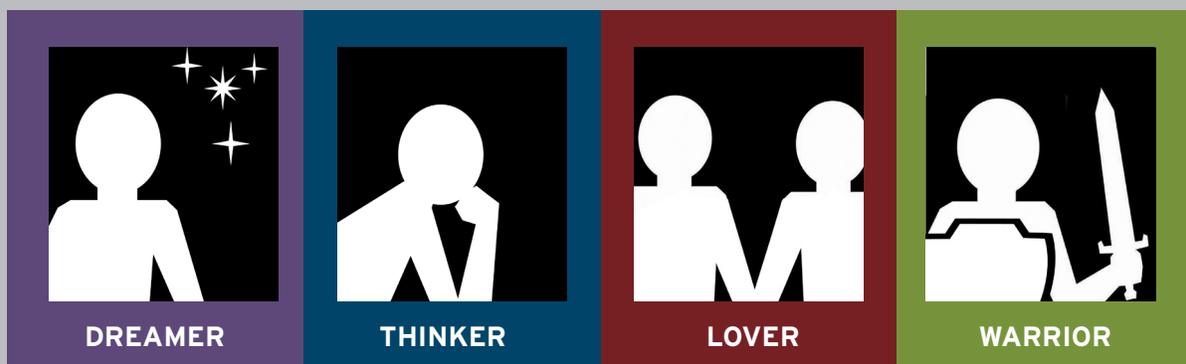
CONCLUSION

In the closing of *Winning from Within™* author Erica Ariel Fox shares her deepest hope for the book and what it might gift to readers: “My hope is that we make choices today, and every day, with our eyes open. That we lead and live consciously. With purpose and with wisdom. That we harness our intuition, our rationality, our compassion and our fortitude. That we find our place in something bigger than ourselves, ever mindful of the wider world to which we belong. I wish for us to find paths to integration, to wholeness, to center. To leave legacies of making a difference.”

We are confident that small groups of engaged readers will begin to gather with the book and to reflect on this aspiration in their own lives, both professionally and personally. We are excited to see how the *Winning from Within™* method can help people along this awakening path. We hope the book, and the circle of friends who gather to discuss it, can use the book to make positive changes in their own lives and in the world.

As you gather we trust you will help support each other to strengthen the Big Four and their leadership muscles in each of your lives and to cultivate Center. We believe that having a support group is vital to the process of inner transformation.

We encourage you to meet, to stretch each other and to share the *Winning from Within™* method together. Stay close. Let us know how it is going and what is inspiring you. Share your successes. Post your questions. Send pictures. Let's build a global *Winning from Within™* community together. Please join the community by following Erica on Linked In www.linkedin.com/in/ericaarielfox and subscribing to the WFW LinkedIN page <http://www.linkedin.com/groups/Winning-From-Within-3316037>.



THE WINNING FROM WITHIN™ "BIG FOUR"