JUST IMAGINE.....
YOUR STORY (& OURS)

Self Awareness
Your Brand

Your Team
Your Organization
Your Customers

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# Emotional Awareness & Leadership

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*Source: More Than Sound, LLC, 2017*
SOFT SKILLS

- Communication
- Adaptability
- Critical Thinking
- Interpersonal Skills
- Self Starter
- Decision Making

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THE GOLDEN CIRCLE

WHY: Your Purpose
WHAT: Your Result
HOW: Your Process

WHY: your motivation
WHAT: what you do
HOW: actions you take
to realize your WHY

proof
DIVERSITY AND INCLUSION
INTELLECTUAL AND DEVELOPMENTAL DISABILITIES

DEVELOPMENTAL DISABILITY
originates before age 22

Intellectual Disability
Intellectual functioning
Adaptive behavior

Other Chronic disabilities
Cognitive, Physical or both
Institutionalization

Lack of independence

1972

Lack of educational opportunities

1975

Discrimination

1990

Preexisting stigma; lack of education

2000+

COMMUNITY MENTAL HEALTH ACT (DEINSTITUTIONALIZATION)

INDIVIDUALS WITH DISABILITIES EDUCATION ACT

CENTER FOR INDEPENDENT LIVING

AMERICANS WITH DISABILITIES ACT (ADA)

DISABILITY RIGHTS IN EDUCATION; ROSA'S LAW
OF ADULTS WITH DEVELOPMENTAL DISABILITIES

81% DO NOT HAVE A PAID JOB IN THE COMMUNITY


APPROXIMATELY

1 IN 6 CHILDREN IN THE U.S.A HAVE SOME TYPE OF DEVELOPMENTAL DISABILITY

SOURCE: CDC, 2013

YOUTHS AGED 8–17 WITH DISABILITIES ARE 2–3X MORE LIKELY TO EXPERIENCE BULLYING THAN THEIR GEN ED PEERS

SOURCE: OJJDP, 2017

>70% OF ADULTS WITH IDD REPORT BEING VICTIMS OF ABUSE (FINANCIAL, VERBAL, PHYSICAL, ETC)

* SOURCE: SPECTRUM INSTITUTE, 2013
SOCIAL ROLE VALORIZATION
**Societal Values**
Qualities deemed most valuable by our society

**Opposite Values**
Qualities applied with prejudice to marginalized groups
DIVERSITY VS INCLUSION

“the collective mixture of differences and similarities that includes, for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviors”
Society for Human Resource Management

“the achievement of an environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to [overall] success”
Society for Human Resource Management
**INTENT VS IMPACT**

What we wanted to happen.  
What actually happened.

**EQUALITY VS EQUITY**

Everyone is treated the same.  
Everyone is treated in a way that meets their individual needs.
EQUALITY

EQUITY
SAVING VS SERVING

“I can do it for you”
“This how x people feel”

“What do you need me to do?”
“Would you like to tell us how you feel?”

SET HIGH EXPECTATIONS

Show people that you believe in their abilities by setting realistic, but high expectations, of yourself and others.
BREAK THE CYCLE
HOW TO BE AN ALLY

1. Approach everything with an open mind and an open heart.
2. Stand up for what you believe in and be honest with yourself and others.
3. Be empathetic and listen.

Being an ally is about supporting others through their journey.
PEOPLE’S FIRST LANGUAGE

Turn to the person next to you, and describe yourself to them.

What did you say?

Always place the person before a characteristic

ENGAGE IN DIFFICULT CONVERSATIONS

Stand up for what you believe in.

Remember to maintain emotional consistency.

Always aim to understand, not to overpower.

LEAD BY EXAMPLE

Think about the golden rule!

Always lead with empathy and assume the best of your peers.

TELL PEOPLE ABOUT BEST BUDDIES

What do you like about BB?

Why is BB important to you?

Why should other people get involved?
OUR STORY

Incorporated as a 501(c)(3) nonprofit organization on January 19, 1989, Best Buddies® becomes America’s first national, unified, social, and recreational program for people with intellectual disabilities.

Best Buddies has grown to be the world’s largest organization dedicated to ending the social, physical and economic isolation of people with IDD. Our programs empower the special abilities of people with IDD by helping them form meaningful friendships, secure successful jobs, live independently, improve public speaking, self-advocacy and communication skills, and feel valued by society.
HOW OUR PROGRAMS WORK

FRIENDSHIP
Builds friendships between people with and w/o IDD, offering social mentoring while improving the quality of life and level of inclusion.

JOBS
Secures jobs for people with IDD, allowing them to earn an income, pay taxes, and support themselves.

LEADERSHIP
Educates and empowers people with and without IDD to be leaders, public speakers and advocates.
BEST BUDDIES AMBASSADORS
BEST BUDDIES JOBS
BEST BUDDIES FRIENDSHIP WALK
NETWORKING ON BEHALF OF BEST BUDDIES

HOW:
Share the BB mission & programs with people.
Connect on a regular basis & get to know them!
Show gratitude and appreciation.

There are many different ways that a company or person can give to Best Buddies, don't limit yourself to asking for monetary donations.

WHY:
Best Buddies is a volunteer movement and we need your support!

Relationships are mutually beneficial, and can last a lifetime.

When you build relationships with people they become invested in the BB mission.

They volunteer, are exited about BB events, and share your mission with others.
LET'S PRACTICE!

ELEVATOR SPEECH:
If you had less than 30 seconds (about 1 elevator ride) to tell someone about Best Buddies, what would you say?

How can we use our knowledge of Best Buddies to direct conversations around it?

What stories can you share with people that are most likely to make them want to get involved?

WHO'S THAT PERSON IN THE ELEVATOR?

DO: Make eye contact; say hello and introduce yourself with a firm handshake; stand up tall and speak clearly.

DON'T: Nervously glance around the room; slouch; have a limp handshake; mumble
BBCR GOALS:
Open 15 new friendship programs VA Beach/Richmond in 2019
Launch Elementary schools starting Spring 2019
Host a total of 4 Ambassador trainings in 2019
Make 10 new Jobs placements in 2019
Establish 3 new community partnerships in 2019