



# Authentically Thriving from Your Best Self

Susan MacKenty Brady  
HFMA | April 4, 2025

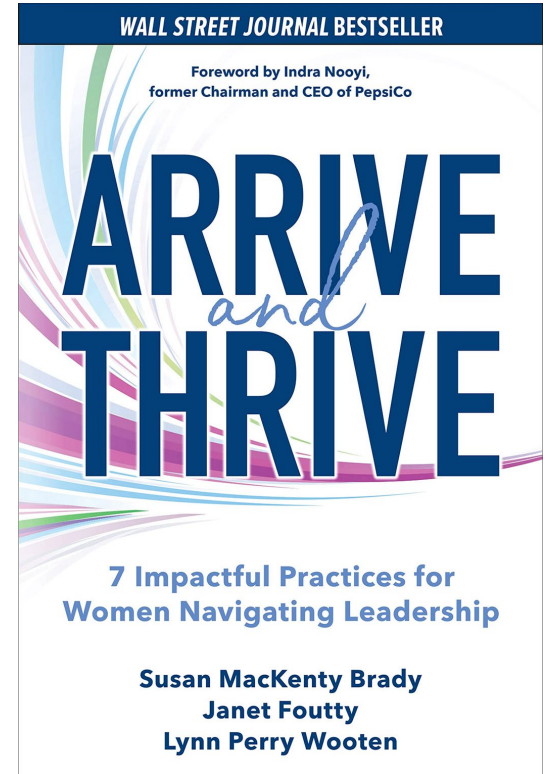
# We Want you to Thrive

A gift for you – take the time to create your pathway for “arriving and thriving”

The world needs better, more diverse leadership

To break through the glass and concrete ceilings, we need to hear from each other, learn from each other, and keep supporting each other.

**Knowing** (Research & Theory) \* **Being** (Stories & Case Studies)  
**Doing** (Tools & Practices)





# Thriving cultures allow everyone to

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- › Do meaningful work
- › Feel valued for who they are
- › Learn, grow and develop







Thriving is key to  
engagement, retention,  
and innovation

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Women report they are  
more productive,  
creative, and more likely  
to “go above and beyond”

Thriving reduces costly  
turnover



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**Genuine Respect & Connection  
Begins Inside Us.  
Know your BEST SELF.**

## Character Strengths & Talents



# WHAT'S YOUR BEST SELF ADJECTIVE?







Healthy  
Joyful  
Accomplished  
Grounded Calm  
Happy  
Purposeful  
Successful  
Positive  
Light  
Inspiring  
Integrated  
Confident  
Fulfilled  
Empowered  
At Ease  
Energized  
Impactful  
Influencing



# Good for Business

Accelerate  
Organizational  
performance

Generate More  
Value

Attract and  
Retain the Best  
Talent

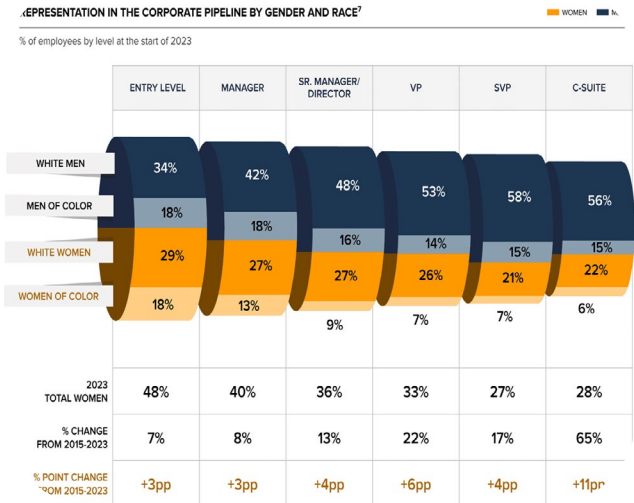
- Better innovation
- More risk taking
- More creative problem solving
- Higher engagement
- Increased morale
- More creativity and FUN
- Less complaints; Navigate conflict skillfully
- Less Burnout/stress/mental health leaves



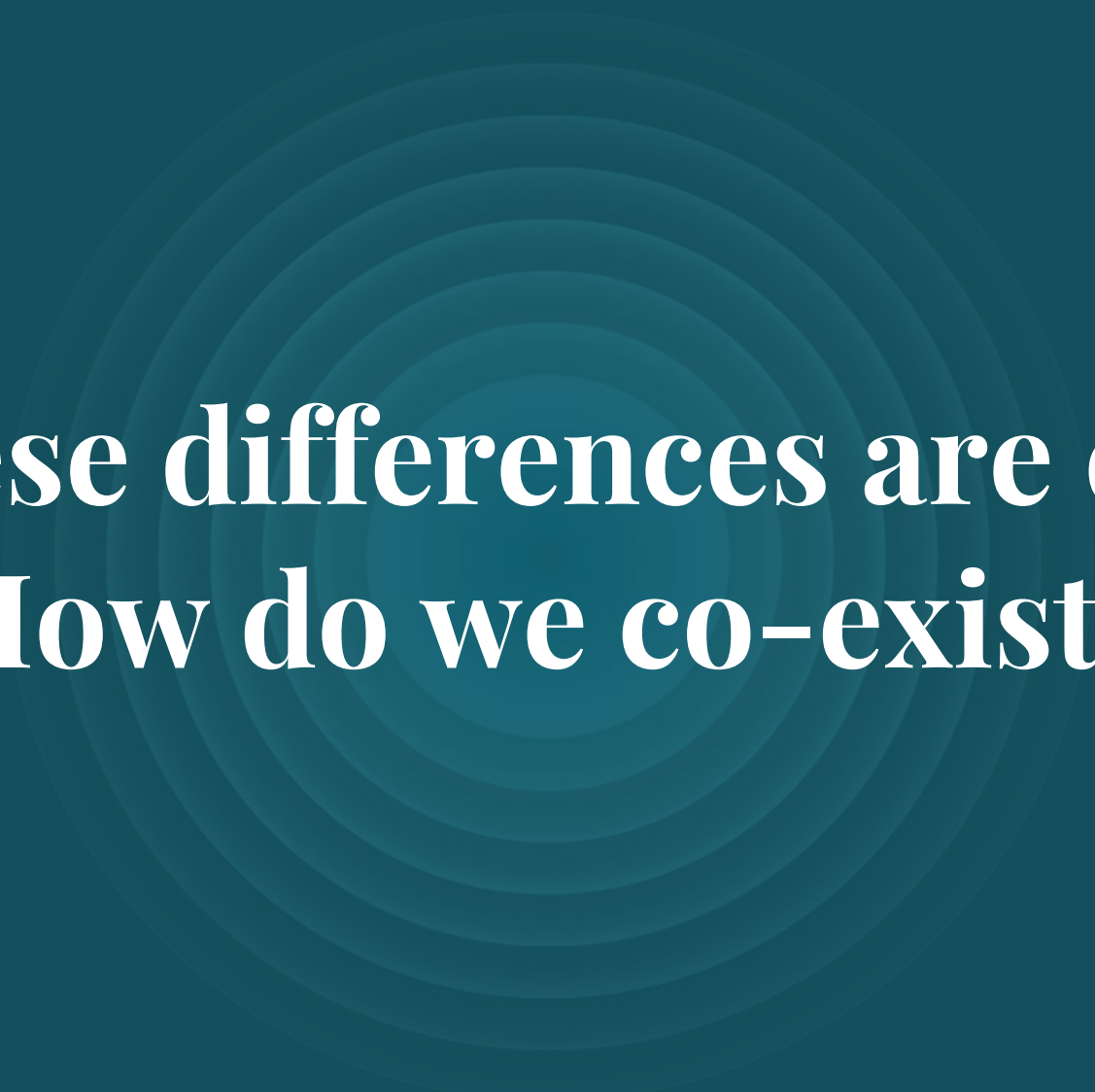
A series of concentric circles in a lighter shade of teal, centered behind the text.

WHY IS LEADING FROM  
OUR BEST SELF SO HARD?

# Complexities of Difference





A series of concentric circles in a lighter shade of teal, centered on the slide, creating a ripple effect behind the text.

All of these differences are complex.  
How do we co-exist?

## Solo Sailor



## Bully



## Change Blocker



## Overextender



# Thriving blockers

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## Research participants cited

- > Poor communication
- > Lack of transparency
- > Ineffective leadership behaviors ranging from conflict avoidance to bullying
- > Internal factors, including self doubt and fear of failure





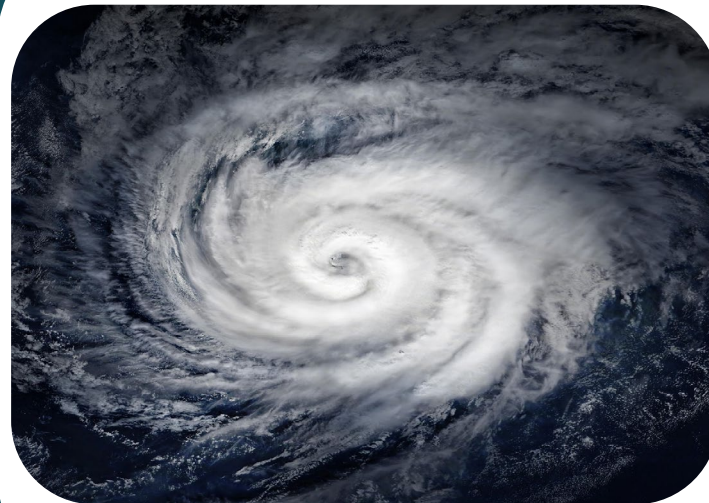
## Blockers to THRIVING at work

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- Poor communication
- Lack of transparency
- Micromanaging
- Conflict avoidance
- Tolerating or enacting disrespect
- Favoritism
- Bullying

*We have ALL been blockers to  
Thriving at work.*



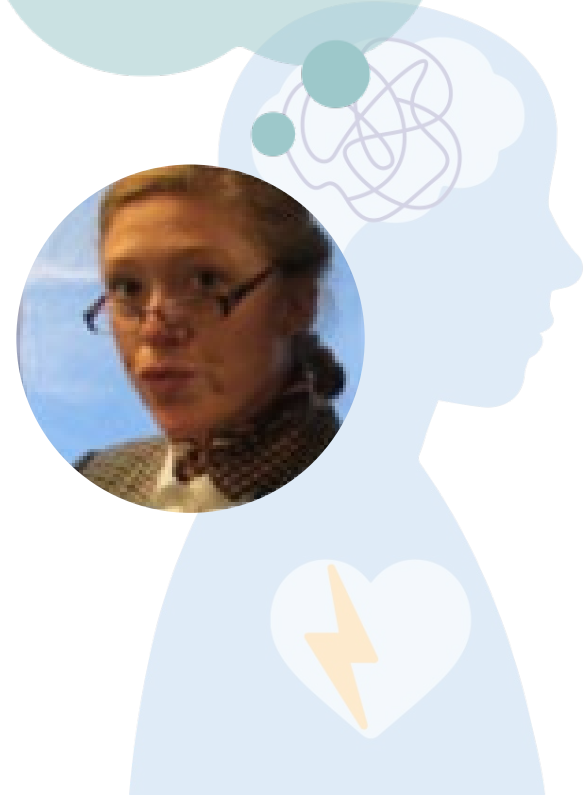




**The SHAME GAME**  
Inner Critic  
Imposter



**The BLAME GAME**  
Self Righteous Indignation  
Grandiosity



# Bad for Business

Stagnates or Kills  
Performance

Hostile Work  
Environment

Good Talent  
Leaves

- Lack of innovation
- Lack of risk taking
- Poor problem solving
- Declining engagement and morale
- Lack of creativity
- Conflict avoidance and/or complaints
- Burnout/stress/mental health leaves





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*What we think and feel drives  
what we say and do.*

Tune into your inner voice.



**WHAT'S YOUR  
(BLOCKER OF ORGANIZATIONAL THRIVING)  
ADJECTIVE?**





Fog brain  
Stressed Irritable  
Demotivated  
Overwhelmed  
Agitated  
Guilty  
Ineffective  
Shut down  
Distracted  
Annoyed  
Tired  
Angry  
Frustrated  
Incapable  
Sad  
Unproductive



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**Returning to your Best Self is a  
Moment-to-Moment Practice.**







I am worthy. You are worthy.  
I am enough. You are enough.  
I add value. You add value.

Curious



Grateful

Respectful

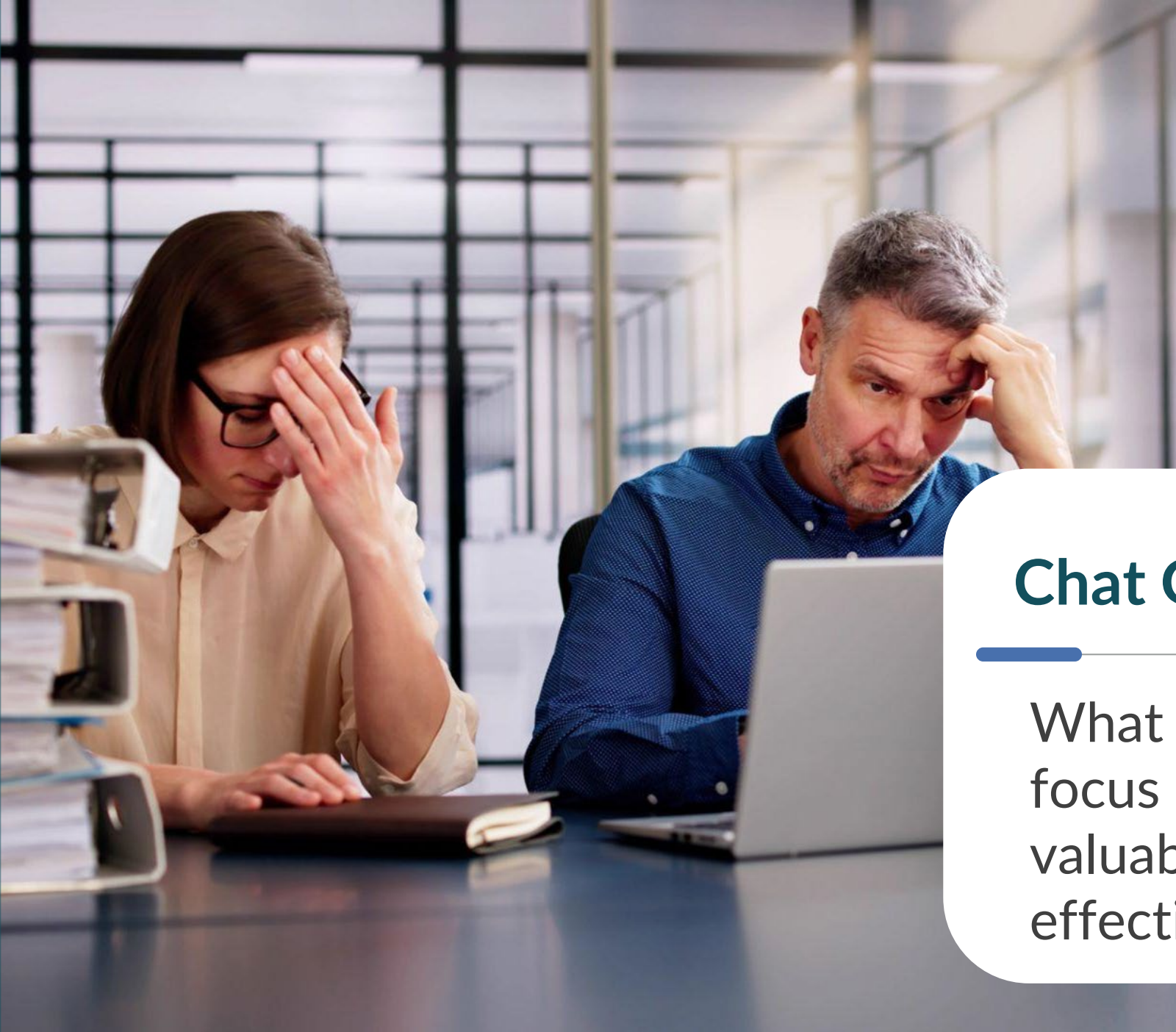
Positive  
Strategic



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Reengage only after you  
return to your Best Self.



## Chat GPT

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What do humans need to focus on if we are to be valuable in the future and effectively lead change?



- CHAT GPT, March 9, 2025

“The future belongs to leaders who can navigate complexity while keeping humanity at the heart of leadership””

*Q: What do you mean by “humanity at the heart of leadership?”*

Leading with empathy, respect, and authenticity while prioritizing people’s well-being, growth, and connection.



**Authenticity: aligning words & actions with  
the best & most ethical version of yourself**



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Know that the “Soft Skills”  
are *actually* your *thriving*  
Power Skills





When you return to your  
Authentic Best Self,  
you unlock the power  
*to connect*  
*to inspire*  
*to lead*  
in ways that truly matter.



# 5 Keys to Thriving from Your Authentic Best Self

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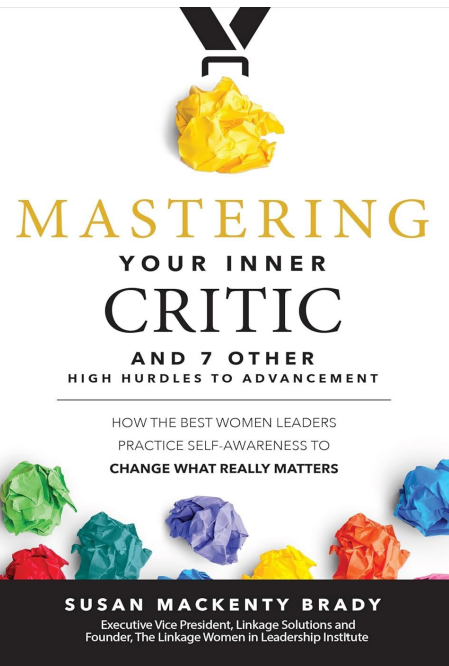
1. Genuine Respect & Connection Begins Inside Us. *Know your BEST SELF.*
2. Tune into your inner voice. *What we think and feel drives what we say and do.*
3. Returning to your Best Self is a *Moment-to-Moment Practice.*
4. Know that the “Soft Skills” are *actually your Power Skills*
5. Re Engage only after you *return to your Best Self.*

# THE 30-SECOND GUIDE TO **COACHING** *your* **INNER CRITIC**

Susan MacKenty Brady



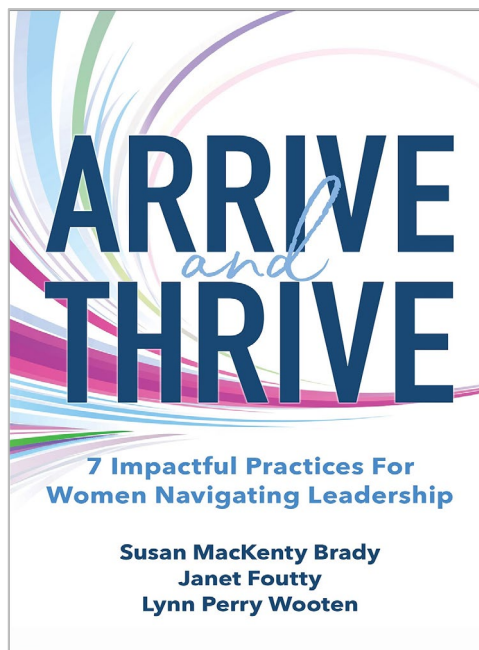
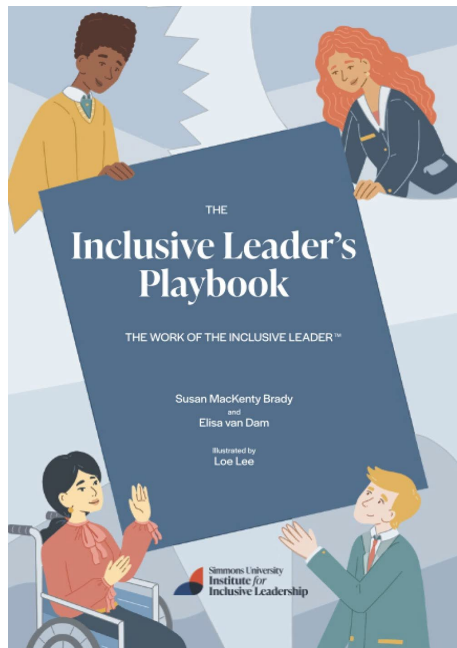
Illustrated by: Aftab Erfan



## COMING, SPRING 2026

# *All the Difference*

How the Best Leaders Transform Complex, Strife & Avoidance-Filled Teams into Their Organization's Most Powerful Strength





# Join our Thriving Community

## The Arrive & Thrive Field Guide





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[arrive.andthrive.com](https://arrive.andthrive.com)

[inclusiveleadership.com](https://inclusiveleadership.com)

