**Intersession Work: between sessions 2 and 3**

Please complete the following before the next session. Note these in your journal. Email me with any questions or concerns ank@orangegroveconsulting.com. This will take you around 4 – 6 hours. Feel free to use more time if you would like to detail it even further.

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| **Area** | **Tasks** |
| 1. **Internal Bias**
 | * Observe yourself in action. What biases appear? What assumptions are you making? How might you reframe them?
* Complete the tasks you identified in your planning. What do you notice?
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| 1. **External Bias and Pushback**
 | * Explore the process and see what external and internal resistance arises. How can you deal with it?
* Notice external biases at work and try the reframes.
* How are you reacting emotionally? What can help you manage or reinforce this?
* Prepare for pushback when you speak up. What happens?
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| **3. Development Goal** | * Continue to work on your overarching development goal
* What are you noticing?
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| 1. **Check in with your Accountability Partner**
 | * Discuss your accountability questions
* Discuss progress and how to overcome challenges
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