**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](mailto: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? |
| 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? |
| **3. Development Goal** | * Continue to work on your overarching development goal * What are you noticing? |
| 1. **Check in with your Accountability Partner** | * Discuss your accountability questions * Discuss progress and how to overcome challenges |