



SOLE EFFECTS

Leadership Journey

00 LEADERSHIP GUIDEBOOK

SOLE **FX** JOURNEY



LEADERSHIP GUIDEBOOK

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SOLE FX JOURNEY



Welcome



Dear Student,

You are about to embark on the **SOLEFX** Journey, which quite literally changed our lives as mentors not too long ago. Facing challenges of our own at your age, we wanted to create strategies to build resilience and a space where everyone feels valued. It's about giving you the guidance and confidence to make decisions you can be proud of.

We won't sugarcoat it: SOLE Effects is not a magic cure-all. But what you put into it is what you'll get out of it. Be open to connecting in a real way and designing your own unique path toward your life's purpose. Push yourself to do things that scare you because that is how you will grow. Trust us – it will be worth it.

You hold the power to make a difference in your own life and the lives of others.

Believe in your own potential. We do.

Your **SOLEFX**

College Leadership Team



SOLE FX JOURNEY

S.O.L.E. Effects (FX) stands for **Step Out** and **Lead Every Day**, creating positive **Effects** on your life and those around you.



Our Mission



Our Mission: To empower youth to become confident, purpose-driven leaders through supportive connections. *Purpose means being intentional about having a positive influence on others.*



Former Journey Students

“Real Words from SOLEFX Students:

I was afraid that I would have to open up, but it wasn't like that....I ended up wanting to talk, it changed my life.

Listen to others and try to share because it relieved a lot of my stress and made me know I'm not alone.

I had my doubts at first about this program, but when I started to put effort into it, it really impacted me.



Our Journey Adventures



SOLEFX Journey: Eight engaging Adventures created and presented by college students via video. **Adventure Maps** are tools to help you understand the top challenges most everyone is facing, determine how you want to focus your energy, and best navigate **your** personal leadership path.

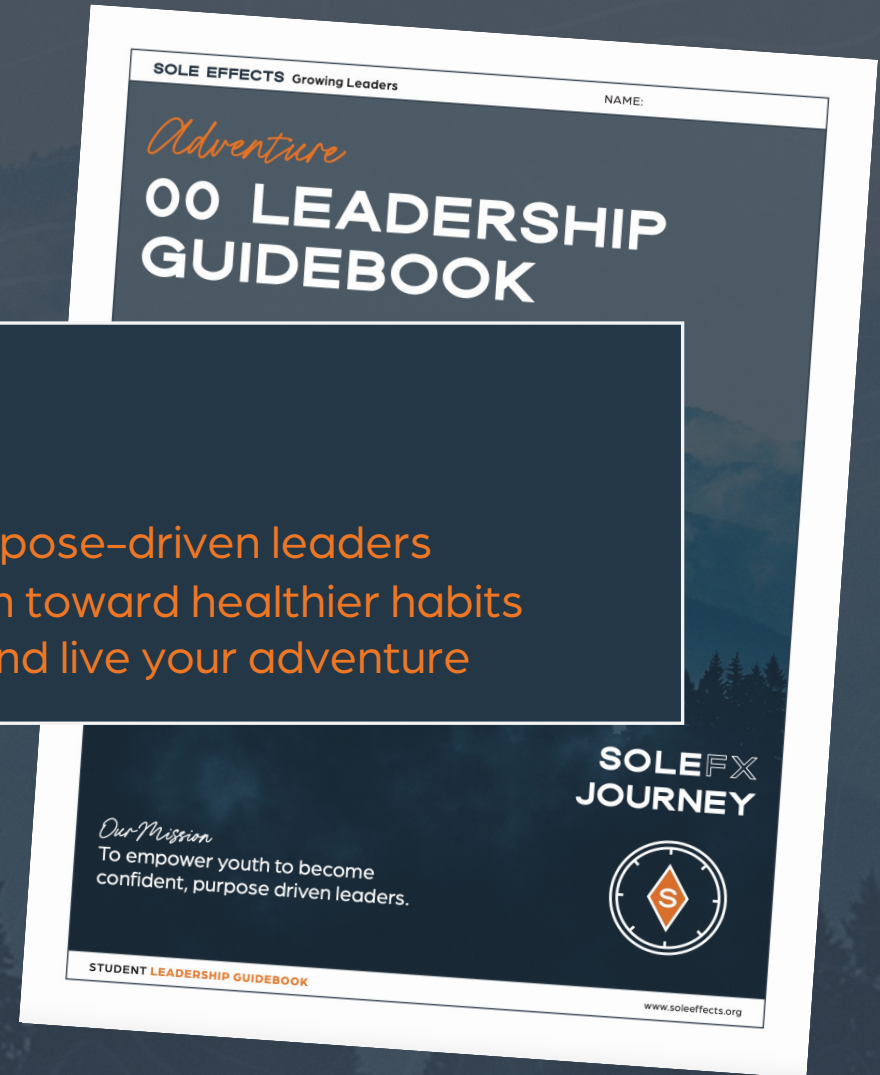


Adventure Introduction

SOLE i·tin·er·ar·y

noun

1. a plan to cultivate confident, purpose-driven leaders
2. a place to track personal growth toward healthier habits
3. a compass to switch the story and live your adventure





The Journey **LEAD** Experience

Learn
Engage
Act
Develop

 **LEARN**

 **ENGAGE**

 **reACT**

 **DEVELOP**

LEARN section includes information, key terms, and goals.

ENGAGE section gives opportunity for independent, self reflections.

reACT section allows for supportive team discussions.

DEVELOP section supports your **GPS** = **G**oals, **P**rogress, **S**uccesses.



Switch the Story *Live* Your Adventure

Switch **the Story**: Replace unhealthy habits with healthier ones and help others do the same.

Our *Switch* Goals:

S = Show **Strength**

W = Choose **Wisely**

I = Have **Influence**

T = Speak **Truth**

C = Be **Courageous**

H = Create **Happiness, Health, & Hope**



Live Your Adventure: Do what you passionately love doing to purposefully impact others (*with intention*).



Positive FX As a **Leader**, you increase happiness knowing you're enough without having to be perfect. Your courage to not give in to social pressures strengthens relationships, decreasing stress. Living your purpose and finding good in others makes you motivated and enthusiastic. Your confidence empowers you to blaze your own unique path.



Today's Adventure Goal

Our Adventure 00 Goal

TO GROW AS LEADERS & BUILD CONNECTED TEAMS



Objectives:

- ▶ Assess your leadership skills & areas for growth.
- ▶ Explore your role as a Team Member & GUIDE.
- ▶ Learn how to create new habits using your **GPS**.



Self-Reflection 1



ENGAGE

SELF-ASSESSMENT: SKILLS OF A CONFIDENT, PURPOSE-DRIVEN LEADER

Before and after your SOLEFX Journey, rate your confidence in the ten areas. Write your *Reflections* at the bottom.

NOT CONFIDENT 1 2 3 4 5 6 7 8 9 10 CONFIDENT

Skill #1 – RESPONSIBLE AND DEPENDABLE

You follow through with what you say you will do. Your friends and teams can depend on you, never wondering if you'll show up on time and do your part. You don't make excuses, but authentically take responsibility for your actions and always tell the truth. You commit to what you value.

BEFORE

AFTER

Skill #2 – PASSION AND ENTHUSIASM

You engage in a passion and live adventurously. You can't help but be excited about something you love doing in your free time. You are purposeful about how you spend screen time so you can enjoy living more adventurously and trying new things. You impact others around you with your energy.

BEFORE

AFTER

Skill #6 – ASSERTIVE COMMUNICATION

You express yourself respectfully and directly without attacking others or feeling guilty. You are not passive or aggressive in your communication, but honest and authentic. You ask for help when needed. You can say no and stand up for yourself, making decisions that are right for **you**.

BEFORE

AFTER

Skill #7 – ACTIVE LISTENING

You try to understand before being understood. You listen to show interest and to understand rather than to reply. You make people feel heard and supported, not judged. You are attentive and empathetic and ask clarifying questions, empowering others to solve their own problems.

BEFORE

AFTER



Self-Reflection 2



ENGAGE

How to **BE A SUPPORTIVE TEAM MEMBER**

For the rest of your life, you'll be part of group discussions. There will be many *Positive* **FX** for you if you choose to engage with and support each other in your teams:

Grow as a confident leader. Learn more about yourself. Develop stronger friendships.
Have more fun. Live Your Adventure.

- ▶ **Put an X** next to the three traits you feel are your greatest strengths.
- ▶ **Circle** the three traits that are most important to you.

- | | |
|--|---|
| ☐ Be Positive & Optimistic | ☐ Show Empathy & Compassion |
| ☐ Have Positive Body Language (eye contact, nod, smile, tone of voice, etc.) | ☐ Actively Listen (don't interrupt, stay on topic, etc.) |
| ☐ Actively Participate | ☐ Share Your Stories Honestly |
| ☐ Be Confidential & Trustworthy (gossip destroys reputations, loyalty, & relationships) | ☐ Be Humble & Open-Minded (know you can learn a lot from each other) |
| ☐ Be Present (no phones, side convos, distractions) | ☐ Be Real/Laugh at Yourself |
| ☐ Be Open to New Friendships | ☐ Respect Everyone/Be Kind |



Self-Reflection 3



ENGAGE

How to **BE A CONFIDENT TEAM GUIDE**

Each team will have a GUIDE to navigate and support the team's effort. If you are true to who you are and a good listener, you could be a great **GUIDE**.

► Shade in the bar graph to show your confidence level **0% Not Confident** **100% Confident**

G.U.I.D.E.s are...

Genuine

0%

100%

► **Real:** Share your imperfect self. ► **Trustworthy:** Be confidential.

Understanding

0%

100%

► **Listen:** Show interest, ask questions. ► **Empathetic:** Support without judging.

Inclusive

0%

100%

► **Friendly:** Create a welcoming, safe space. ► **Fair:** Value differences/encourage all voices.

Directors

0%

100%

► **Facilitate:** Move discussions along. ► **Manage:** Stay on topic. Try to involve everyone.

Encouraging

0%

100%

► **Reassure:** Care for & support your team. ► **Compliment:** Provide positive feedback.



SOLEFX Team Discussions



TEAM DISCUSSIONS

1. How to BE A SUPPORTIVE TEAM MEMBER

- ▶ Share your feelings about group discussions. Do you love 'em or hate 'em?
- ▶ What are your greatest strengths as a team member?
- ▶ What do you expect/need from a team to feel comfortable sharing?
- ▶ Which habit do you want to develop to better support your team?



2. How to BE A CONFIDENT TEAM GUIDE

- ▶ Share your ratings for your most and least confident skills as a **GUIDE**.
- ▶ What is the best way a **GUIDE** can make team members feel safe to share?
- ▶ Are you interested in being a **GUIDE** for a team? Why or why not?
(If a teammate is not sure, encourage them to try.)

GUIDE RECOMMENDATIONS

Your Journey Leader will now provide you with a card like the one below for you to complete:



My Interest in Being a GUIDE to Lead a Team

Name: _____ Period # or Class: _____

shade in one: (I Don't ...) (I'm Not Sure I...) (I Possibly...) (I Definitely...)

... want to be a guide for my team because: _____

Anonymously recommend a peer that you believe would be a great GUIDE: _____

(This will not necessarily make them a guide, but will show that you recognize them as being a good leader).





Resource to Train and Support GUIDES

(Leader will meet with all **GUIDES** before *Adventure 01*)

PREPARING GUIDES TO LEAD A TEAM



GUIDELINES

PREPARE & DIRECT



Prep for the *Adventure*

- Make sure everyone is **physically** a part of a circle and visible.
- Model being **Genuine, Understanding, Inclusive, and Encouraging.**
- Be present, be engaged, and have fun!

Direct the Discussion

- **Ask** the **questions** from the  **reACT** section, staying on topic.
- **Start** the **conversation** by being authentic.
- **Create** a **safe space** where everyone has an opportunity to respond.
- **Keep** conversations **confidential**, building a trustworthy team.

COMMUNICATION TIPS

STRATEGIES



GPS Will Be Explained in *Adventure* 01



GPS

How to **SET GOALS,**

TRACK HABIT PROGRESS, & BUILD ON SUCCESSES

To Break Unhealthy Habits & Build Healthier Ones



GOAL:

- ▶ At the end of each *Adventure*, use your DEVELOP reflections to write your new goal (I will _____.)

PROGRESS:

- ▶ Create a specific plan to *Switch* the Story to make *Living* Your Adventure a **H.A.B.I.T.!**

H.A.B.I.T. PLAN

HOOK = A concrete attention-grabber to **remind** and **motivate** you to focus on your goal.

Example: • Sticky note on my mirror, binder, fridge, etc. • Alarm set on my phone. • String on my finger.



You Will Create Your First GPS in Adventure 01

SOLEFX Journey ADVENTURE 00

DEVELOP MY WORKING GPS

Adventure 01 PASSION & PURPOSE *Switch* Screen Time *to* Adventurous Living

Goal: I will _____

Progress HABIT Plan TO CREATE HAPPINESS:

H > _____

A > _____

B > _____

I > _____

T > ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

Just starting. Making progress. It's a habit!

Signs of Successes:

• _____

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• _____

• _____

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SOLEFX Journey ADVENTURE 00

DEVELOP MY WORKING GPS

Adventure 04 STRESS RELIEF *Switch* Unrealistic Expectations *to* Healthy Habits

Goal: I will _____

Progress HABIT Plan TO CHOOSE WISELY:

H > _____

A > _____

B > _____

I > _____

T > ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

Just starting. Making progress. It's a habit!

Signs of Successes:

• _____

• _____

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• _____

• _____

• _____

• _____

Adventure 05 COURAGEOUS COMMUNICATION *Switch* Passive or Aggressive *to* Assertive

Goal: I will _____

Progress HABIT Plan TO SPEAK TRUTH:

H > _____

A > _____

B > _____

I > _____

T > ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

Just starting. Making progress. It's a habit!

Signs of Successes:

• _____

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• _____

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• _____

• _____

• _____

Adventure 06 MIND & BODY *Switch* Perfection *to* Personal Growth

Goal: I will _____

Progress HABIT Plan TO CREATE HEALTH:

H > _____

A > _____

B > _____

I > _____

T > ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

Just starting. Making progress. It's a habit!

Signs of Successes:

• _____

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SOLEFX Journey ADVENTURE 00

Adventure 07 HEALTHY RELATIONSHIPS *Switch* Insecure *to* Confident

Goal: I will _____

Progress HABIT Plan TO SHOW STRENGTH:

H > _____

A > _____

B > _____

I > _____

T > ① ② ③ ④ ⑤ ⑥ ⑦ ⑧ ⑨ ⑩

Just starting. Making progress. It's a habit!

Signs of Successes:

• _____

• _____

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• _____

• _____

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• _____

• _____

Adventure 08 LEADERSHIP *Switch* Fearful *to* Courageous

You have learned about yourself as a leader. TO HAVE INFLUENCE on others' lives, personalize your LEADERSHIP COMPASS (on back) and continue your journey.

- ▶ For all 8 Adventures, shade in the bars to represent the overall progress you have made switching to healthier habits.
- ▶ Choose 2 Adventures where you want to make progress and place an X by 1 or 2 of the strategies that you will practice consistently.
- ▶ Acknowledge your successes. Add a plus sign (+) over the X. This will create a star. ✱

reACT FINAL JOURNEY TEAM DISCUSSION

LEADERSHIP COMPASS

- ▶ Share how you personalized it (i.e., progress bar, Adventures & strategies).
- ▶ Collaborate on how you can stay committed to growing as leaders.

Examples:

- Post my LEADERSHIP COMPASS and 6 ESSENTIALS somewhere visible as a concrete reminder.
- I will stay connected to my SOLEFX teammates by _____ (share ideas).

Thank you all for supporting each other on your SOLEFX Journey. Continue to Step Out and Lead Every Day.

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Our Adventures Ahead

Personalized **LEADERSHIP COMPASS**
Strategies for Navigating *Your* Unique Journey

HEALTHY RELATIONSHIPS
Switch Insecure to Confident
TO SHOW STRENGTH

0% 100%

- ☐ Distance myself from negative people.
- ☐ Spend time with uplifting people I like and respect.
- ☐ Be a more empathetic and supportive friend.

MIND & BODY
Switch Perfection to Personal Growth
TO CREATE HEALTH

0% 100%

- ☐ Replace negative self-talk with positive.
- ☐ Give my best effort, don't obsess about the results.
- ☐ Accept that my personal best is enough.

COURAGEOUS COMMUNICATION
Switch Aggressive/Passive to Assertive
TO SPEAK TRUTH

0% 100%

- ☐ Be respectful and honestly express myself.
- ☐ Practice saying no, standing up for myself.
- ☐ Bravely ask for help when I need support.

STRESS RELIEF
Switch Unrealistic Expectations to Healthy Habits
TO CHOOSE WISELY

0% 100%

- ☐ Manage my time (sleep, study w/ focus, screen time).
- ☐ Manage my relationships (set boundaries, be assertive, spend time with uplifting people).
- ☐ Manage my activities (exercise, eat well, add fun, serve others).

LEADERSHIP
Switch Fearful to Courageous
TO HAVE INFLUENCE

0% 100%

- ☐ Strive to be 1% better than the day before.
- ☐ Identify and live out my unique life's purpose.
- ☐ Seek out ways to positively impact others.

PASSION & PURPOSE
Switch Screen Time to Adventurous Living
TO CREATE HAPPINESS

0% 100%

- ☐ Reduce negative, mindless screen time.
- ☐ Be purposeful about how I spend my screen time.
- ☐ Engage in my passions, "live my adventure."

CONFIDENCE & COURAGE
Switch Fitting In to Belonging
TO BE COURAGEOUS

0% 100%

- ☐ Resist assuming others are judging me.
- ☐ Be who I am, not changing to fit in.
- ☐ Be brave enough to take healthy risks.

EMPATHY FOR OTHERS
Switch Judgment to Understanding
TO CREATE HOPE

0% 100%

- ☐ Resist judging others and responding negatively.
- ☐ Understand others by actively listening.
- ☐ Create environments where everyone can belong.

SOLE EFFECTS Growing Leaders

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