

21 Day Challenge: Day 11

Embracing Your Authentic Self

The Authenticity Audit

Step 1: Self-Awareness Quiz

Rate each statement from 1 (Never) to 5 (Always):

- I say "yes" to things I don't really want to do to avoid disappointing others. [1 2 3 4 5]
- I hold back my real thoughts or ideas in meetings for fear of being judged. [1 2 3 4 5]
- I often replay conversations in my head, wondering how I came across. [1 2 3 4 5]
- I change how I speak or act depending on who I'm around. [1 2 3 4 5]
- I avoid taking bold action unless I know it will be well received. [1 2 3 4 5]

Step 2: Pattern Tracker

Reflect on moments when you acted from a place of approval-seeking instead of authenticity.

Example:

Scenario: Team meeting where I had a new idea but didn't share it.

My Action: Stayed quiet, nodded in agreement.

Approval-Seeking or Authentic?: Approval-Seeking

Authentic Alternative: I could've spoken up and contributed respectfully.

Scenario:

My Action:

Approval-Seeking or Authentic?:

Authentic Alternative:

Step 3: Authenticity Anchor

Write a one-sentence authenticity statement—a leadership mantra that reminds you who you are when you are aligned with your values.

Examples:

"I lead with honesty, not perfection."

"Being true to myself inspires others more than fitting in."

"My voice matters, even if it's different."