

Express Your Brilliance

Four-Tier Discussion Guide: Learning to Know and Trust Yourself



Opening Reflection

This guide is designed to help teams and organizations step back and reflect on the difference between enforced compliance and genuine, self-authored investment. Use these tracks to discuss how we can create the safety required for individuals to stop performing and start owning.

QUESTIONS TO SIT WITH

- **Tier 1: Leadership** — Are we measuring the success of our programs by how beautifully clients 'perform' for our audits, or by the actual internal capacity they build to survive when we are gone?
- **Tier 2: Managers** — How do we protect frontline staff from caseload urgency so they have the permission and space to let a client work through a self-guided resource like Express Your Brilliance?
- **Tier 3: Professional Partners** — Where in your caseload are you carrying the entire weight of client progress? What would happen if you paused and handed the steering wheel back to them?
- **Tier 4: Community & Family** — How can we support our loved ones in finding their own voice, even when their choices and self-direction don't perfectly match what we would have written for them?

Guidance for the Facilitator

To host this conversation safely, remember: the goal is not to find a quick procedural fix. The goal is to acknowledge the exhausting reality of the system for both the staff and the clients. Let the room wrestle with the tension of compliance vs. self-trust without rushing to check another box.



Continue the Conversation

Some perspectives become clearer when they are explored together. If your organization would like to continue the conversation with LUV Solutions, we would be honored to join you.

No sales presentation. Just a conversation about what became visible, what questions remain, and what your organization may want to explore next.

Schedule a Complimentary Conversation here:

<https://calendly.com/hello-luvsolutions/complimentary-leadership-conversation>