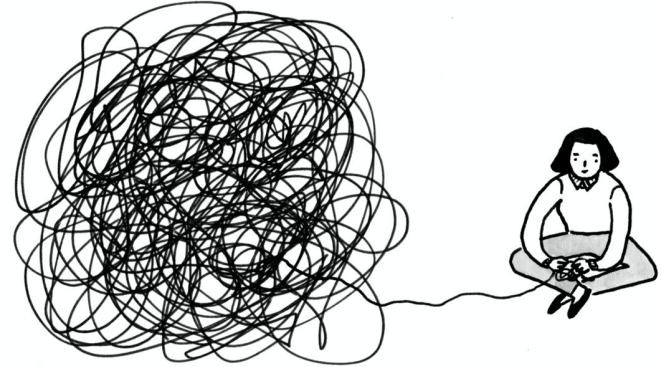


# SMALLIFY U : Leading Through Uncertainty: Two Tools for Courage, Clarity & Action

- Welcome, Setting intentions, Connecting
- Talk Story: Many Paths to the Lake
- Facing Uncertainty: Reflection and sharing
  - **Tool #1: “Facing the Uncertainty”**
- Talk Story: Quinn Vittum, Re-use Hawaii
  - **Tool #2: “Keep, Stop, (Re)Start**
- How to bring these practices to your team
- Key Takeaways & Small Bets
- Tomorrow: Futures Thinking



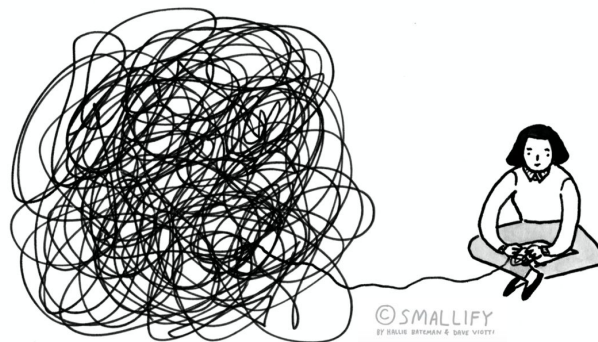
# **Warm-Up: Just Breathe**

**Mindfulness: “Paying attention, in the present moment, on purpose, with non-judging awareness.”**

**- Jon Kabat Zinn**

# Chat In

***What's one word or phrase you use to tap into your strength when you need to show up, step up, or stay grounded under pressure?***



# CLEAN YOUR LENS



**Recall a time when you faced uncertainty in your work and what guided you through it? (people, values, practices, skills, tools, mindsets?)**

# **Growth Mindset Lenses: Voices from the Field**

**Taking care of yourself**

**Forgiveness over judgment**

**Grace and empathy**

**Acknowledge loss and grief**

**Time to experiment**

**“Yes, and!” not “Yes, but”**

**Small bets, small wins**

**Lessons inside challenges**

**Abundance over scarcity**

**Constraints can be gifts**

**Get a piece of paper and something to write with  
(or something else to capture your thoughts)**



# Tool #1 (Mindset): Facing the Uncertainty

## ☐ **Acknowledge the Uncertainty or Fear**

Name it honestly.

*What am I uncertain or afraid of here?*

## ☐ **Sit With the Discomfort**

Resist the urge to fix, avoid, or rush.

*Pause and let the feeling be.*

## ☐ **Ground Yourself in Your North Star**

Remember your “why” (your purpose)

*What’s most important to me right now?*

## ☐ **Anchor in Your Strengths and Values**

Identify your core values for this situation.

*What strengths or values will guide me?*

## ☐ **Seek Perspective**

Reach out or step back for a broader view.

*Who else is affected? What am I missing?*

*Who can provide perspective and help?*

## ☐ **Choose a Growth Response**

Decide on a small step aligned with your values—even if it’s uncomfortable.

*What’s one thing I can do to move forward?  
(a small bet)*

## ☐ **Reflect and Learn**

*What did I learn by facing this uncertainty or fear? How can this help me next time?*

# Example: Facing the Uncertainty of the COVID Pandemic

## ❑ Acknowledge the Uncertainty or Fear

Afraid my business will end

*Assumed innovation can only happen in person*

## ❑ Sit With the Discomfort

For a day, I sat with the fear. Didn't try to fix it

*I felt not just loss of business, but identity*

## ❑ Ground Yourself in Your North Star

My purpose wasn't to run in-person labs

*It's to give people tools, no matter the format*

## ❑ Ask: What Values Will Guide Me?

Generosity, Creativity. Improv. Service.

*Support key partners in shared crisis*

## ❑ Seek Perspective

Reached out to mentors and partners

*Realized we're all adapting. Chance to help  
Leaned into my positivity strength*

## ❑ Choose a Growth Response

Generosity, experimentation, and co-creation

*Taught myself to do rapid innovation online  
Taught clients how to it. We had big impact*

## ❑ Reflect and Learn

Transformation possible in crisis

*Discovered power of positivity, enoughness.  
Re-centered my life on what matters most*

# Silent Reflection: Naming the Uncertainty (journal with pen/paper)

- ❑ Where do you feel uncertainty right now — big or small? What assumptions might fueling that fear or uncertainty? Sit with it for a moment (non-judging awareness)
- ❑ How are you responding to this fear? (avoiding, confronting, something else?)
- ❑ What's most important to you right now?
- ❑ What strengths and values might you lean into to guide you through?
- ❑ Who can give you perspective? (Who else might be affected? Who might you turn to for advice and support?)
- ❑ What's your growth mindset response to the uncertainty?
- ❑ What's one thing you can do to move forward? (a small bet / small step)

# Talk Story: Quinn Vittum



## Tool #2 (Prioritization): Keep, Stop, Start

### **KEEP**

What will I **KEEP** doing?

(What's working well? What habits, mindsets, commitments or actions are serving you?)

### **STOP**

What will I **STOP** doing?

(What's getting in the way, no longer serving you, or needs to be released or paused?)

### **(RE)START**

What will I **(RE)START** doing?

(What's something new you might try to commit to?)

# Bringing this Back to Your Team

## KEEP

What will we **KEEP** doing?

(What's working well? What programs, services, habits, mindsets, actions, roles, etc. are serving us?)

## STOP

What will we **STOP** doing?

(What's getting in the way, no longer serving us, or needs to be released or paused?)

## (RE)START

What will we **(RE)START** doing?

(What's something new we need to try or commit to?)

# One Hour Workshop You Can Do with Your Team (handout)



## **Keep, Stop, Start Workshop** **60-Minute Team Reflection and Alignment Session**

### **Purpose:**

This session is designed to create a space for teams to reflect on what is working well (**Keep**), what should be discontinued (**Stop**), and new ideas or approaches to adopt (**Start**). It's a skill, tool and mindset of "smallifying" that helps you cut through overwhelm by focusing on what truly matters, let go of what's not serving you, and align around meaningful, achievable goals, ensuring your energy and efforts are directed toward what's possible and impactful.

### **Session Overview:**

- **Duration:** 60 minutes
- **Format:** In-person (Post-its and posters) or Online (Google Slides)
- **Materials Needed:**
  - In-person: Three large posters (labeled Keep, Stop, Start), sticky notes, Sharpie pens, stickers for voting (optional)
  - Online: Shared Google Slides or Miro board with Keep, Stop, Start columns

### **Session Flow:**

1. **Introduction (5 minutes)**



## **Bonus: Five Questions to SMALLIFY Any Challenge/Opportunity**

- ☐ What's working that we should keep doing?
- ☐ What's getting in our way or holding us back?
- ☐ What's missing that would make a difference if we had it?
- ☐ What might we stop doing?
- ☐ What might we start doing?



# About Dave Viotti



Dave Viotti is the founder and CEO of SMALLIFY, a global innovation capacity-building community based in Silicon Valley and practiced around the world. Dave has delivered SMALLIFY Labs and workshops to 30,000 leaders in over 1,000 organizations around the world in the corporate, start-up, government, and non-profit sectors. Dave serves on the faculty of the Executive Leadership Program at U.C. Berkeley's Haas School of Business. He was on the founding teams for Fuse Corps, the Civic Accelerator at Points of Light, the Collaborative Solutions Lab with the federal government at the Presidio Institute, and the Westly Prize for innovation in California. Career highlights include: U.S. Chief Learning Officer and Corporate Counsel at Sun Microsystems, intellectual property lawyer at Faegre & Benson, Assistant Producer of CNN's Burden of Proof, Executive Director of the Junior Statesmen Foundation, and Henry Luce Scholar at the Legislative Council in Hong Kong. Dave received undergraduate and law degrees from Georgetown University and a master's degree in International Relations from Oxford University as an Allbritton Scholar. Dave is a long-time practitioner of improv comedy and a devoted chowhound and chef. Dave travels and works around the world (in person or remotely) to support clients and partners who are building positive futures for ALL. A dual Italian and American citizen, Dave's basecamps are Honolulu, Los Angeles and Modena, Italy.



**THANK YOU!**

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