

# HERE IS WHAT I KNOW ABOUT YOU:

You have within you **more resources of energy** than have ever been tapped, **more talent** that has ever been exploited, **more strength** than has ever been tested, and **more to give** than you have ever given.

**What holds YOU back?**

**What holds US back?**

# BUILDING A LEGACY OF WOMEN WHO RISE

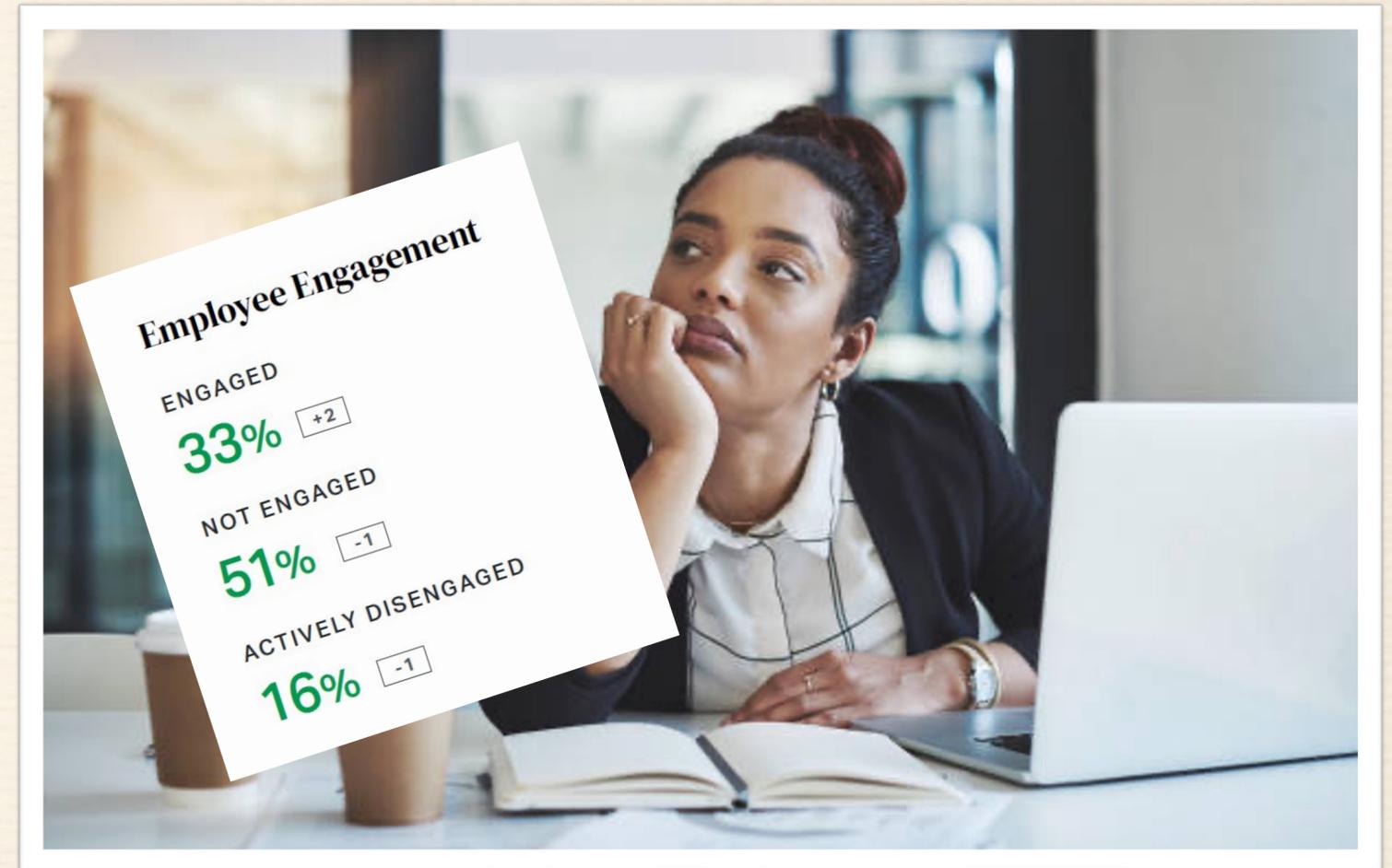


**PRESENTED BY CHIEF KRISTEN ZIMAN (RET.)**

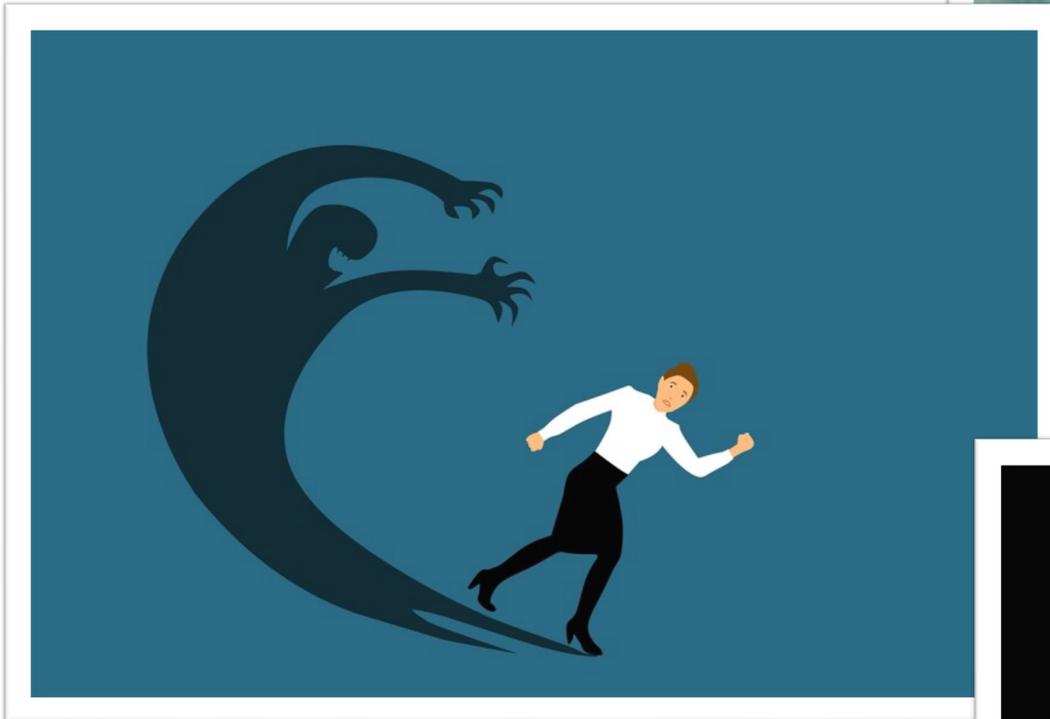
# 51% of employees are not engaged at work.

THE DIFFERENCE BETWEEN  
WHAT WE ARE DOING AND  
WHAT WE ARE CAPABLE OF  
DOING WOULD SOLVE MOST  
OF THE WORLD'S PROBLEMS.

-MAHATMA GANDHI



State of the Global Workplace: 2024 Report US & Canada



# ORGANIZATIONAL CULTURE



**OPTIMISM WILL PROVIDE A  
COMPETITIVE ADVANTAGE BY  
HELPING YOU TO NAVIGATE  
CHALLENGES AND SETBACKS WITH  
GREATER EASE, APPROACH PROBLEMS  
WITH A POSITIVE OUTLOOK, BUILD  
STRONG RELATIONSHIPS, AND STAY  
MOTIVATED IN PURSUING YOUR  
GOALS.**

Positivity is a general state of mind and is often characterized by a focus on the positive aspects of life and a willingness to see the silver lining in difficult situations.

## POSITIVITY VS. OPTIMISM

Optimism is a more specific belief that good things will happen in the future. Optimists believe that they have control over their own destiny and that they can overcome any obstacle.

# OPTIMIZING PERFORMANCE

- **Empower Yourself**
- **Empower Others**
- **Build Structures**
- **Meaning of Life**



# WHEN I LOST MYSELF

- Human Adaptation and Survival
- It's NOT Gender-Specific
- Emulating Others / Culture
- Which Mask Should I Wear?
- Disrupting the Status Quo is risky so we try and fit in





Fitting in is about assessing a situation and becoming who you need to be in order to be accepted.

Belonging doesn't require us to change who we are; it requires us to be who we are.

FITTING IN VS. BELONGING

## THE ROLE YOU PLAY

# CULTURE

- Workplace culture is the personality of an organization. It's the sum of its values, traditions, beliefs, interactions, behaviors, and attitudes.
- Every time you open your mouth, you create culture.
- Conversations can be formal or informal / short or long.
- You are having them already whether you are conscious of it or not.
- **YOU** can disrupt negative culture.



# DISRUPTOR

A PERSON OR THING THAT PREVENTS  
SOMETHING, ESPECIALLY A SYSTEM,  
PROCESS, OR EVENT, FROM CONTINUING  
AS USUAL OR AS EXPECTED.

# MY CREED

A cinematic still of Wonder Woman in her battle armor, holding her shield, standing in a desolate, blue-tinted landscape. She is looking off to the side with a determined expression. The background shows skeletal remains of trees and a hazy, blue sky.

**Pick your  
battles.**

**Choose what  
hill to die on.**

**It's not  
worth it.**



**BLOOM WHERE YOU ARE PLANTED.**

**“FORGET BLOOMING WHERE YOU’RE  
PLANTED, BURN IT DOWN AND BUILD IT  
BACK UP THE RIGHT WAY.**

**DON’T BE AFRAID TO MAKE IT RIGHT.”**

# MENTORS VS. TORMENTORS

LEARN TO USE  
CRITICISM AS FUEL  
AND YOU WILL  
NEVER RUN OUT  
OF ENERGY.



DON'T TAKE  
ANYTHING PERSONAL.

**IT'S NOT ABOUT YOU.**

# Empowerment

noun | empowerment: authority or power given to someone to do something.

**YOURSELF**

**CONFIDENCE COMES  
FROM ONE THING..**

**THE WAY YOU SPEAK  
TO YOURSELF**

WHAT WILL “THEY” THINK?





**What DRIVES Human  
Motivation**



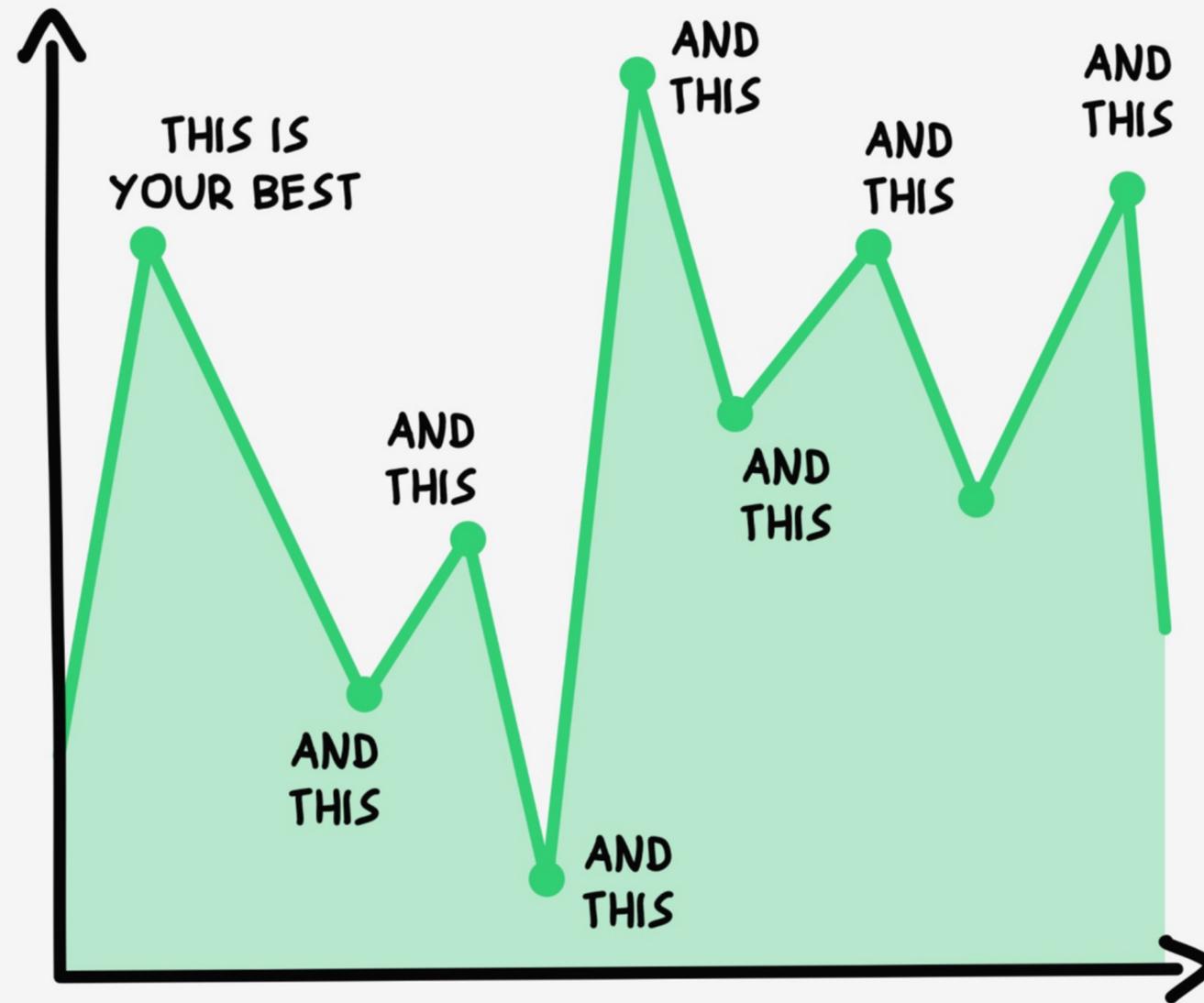
# Purpose

Little “p”



*Your mission is to bring about a vibrant community where people lead lives of greater independence and make meaningful contributions.*

WHEN YOU ALWAYS DO YOUR BEST...



... YOU LEARN TO ACCEPT YOURSELF

# YOUR PRODUCTIVE DAY...

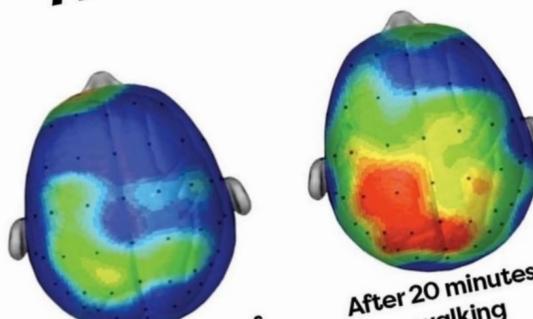
**THE MANY BENEFITS OF A GOOD NIGHT'S SLEEP**  
No, you're not dreaming.

- BETTER MOOD
- IMPROVED PHYSICAL HEALTH
- RESTORED ENERGY
- BETTER MEMORY

DeStressMonday.org  
StressMonday

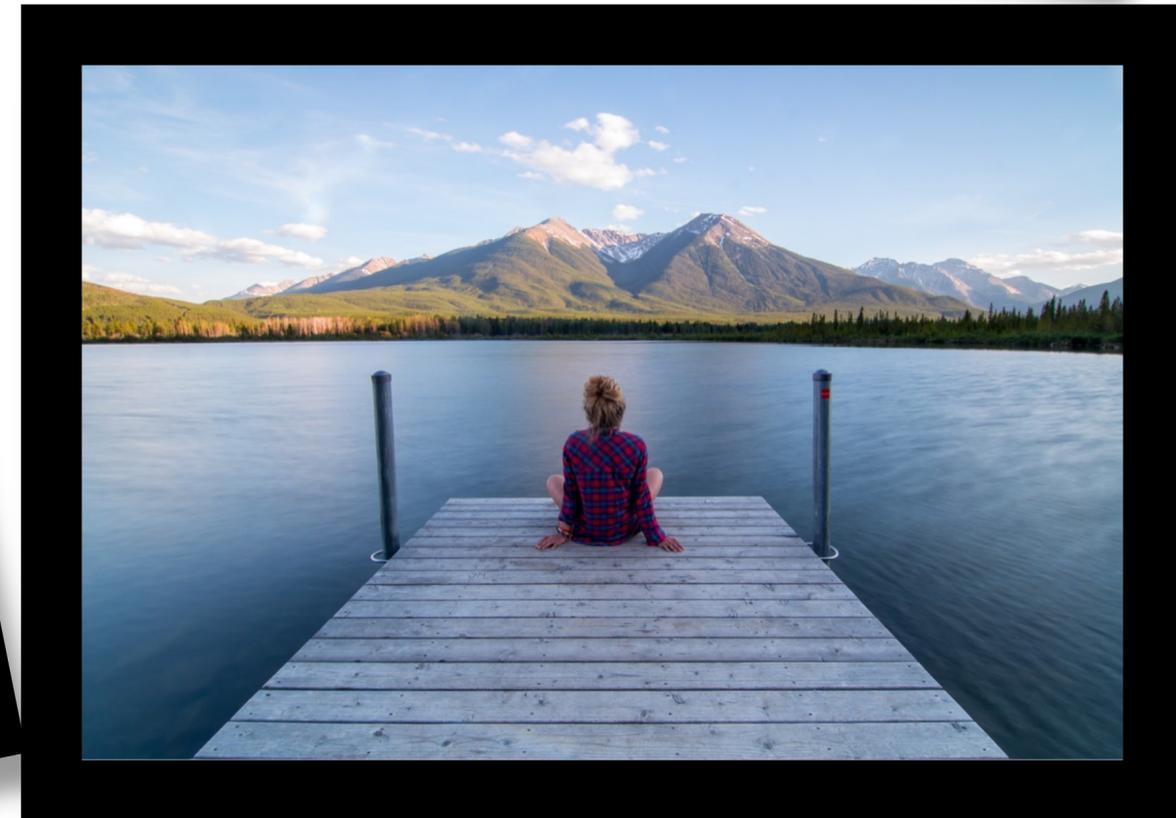


**YOUR BRAIN BEFORE AND AFTER EXERCISE**



After 20 minutes of sitting quietly

After 20 minutes of walking



Building structures in our lives is like constructing a foundation that can support us through both calm and storm.



# SETBACKS

Write down a list of everything  
going wrong.

Now cross out the things on that  
list you can't control.





LESSONS FROM THE RING

# WHAT PUNCHES IS LIFE THROWING AT YOU RIGHT NOW?

- ▶ **Job Pressures.** FAILING TO PREPARE IS PREPARING TO FAIL.
- ▶ **Case Management.** DON'T YOU DARE GIVE UP. FIGHT THROUGH IT.
- ▶ **Relationship Strife.** FEAR OF RIDICULE AND HUMILIATION IS WORSE THAN PHYSICAL PAIN.
- ▶ **Compassion Fatigue.** GETTING IN THE RING OF LIFE TAKES COURAGE.
- ▶ **Kids.** THE PEOPLE CHEERING FOR YOU ON THE SIDELINES ARE YOUR "THEYS".
- ▶ **Finances.** BUILD STRUCTURES TO HELP KEEP YOU ON YOUR FEET.
- ▶ **Setbacks.**
- ▶ **Loss.**
- ▶ **Pain.**



# COURAGE FORMULA

- What is the worst thing that could happen?
- Are you willing to accept it?
- Proceed. (Or don't)
- **What is the best thing that could happen?**



THAT MOMENT when you are sitting right on the edge of something daring and scary and creative and powerful and perhaps wonderful.

You blink and take a step back.

That's the moment - the moment between you and remarkable. Most people blink.

*All the hard work and preparation and daring and luck are nothing compared with the ability to not blink.*

# VULNERABILITY

Please don't let us fail.

I need help.

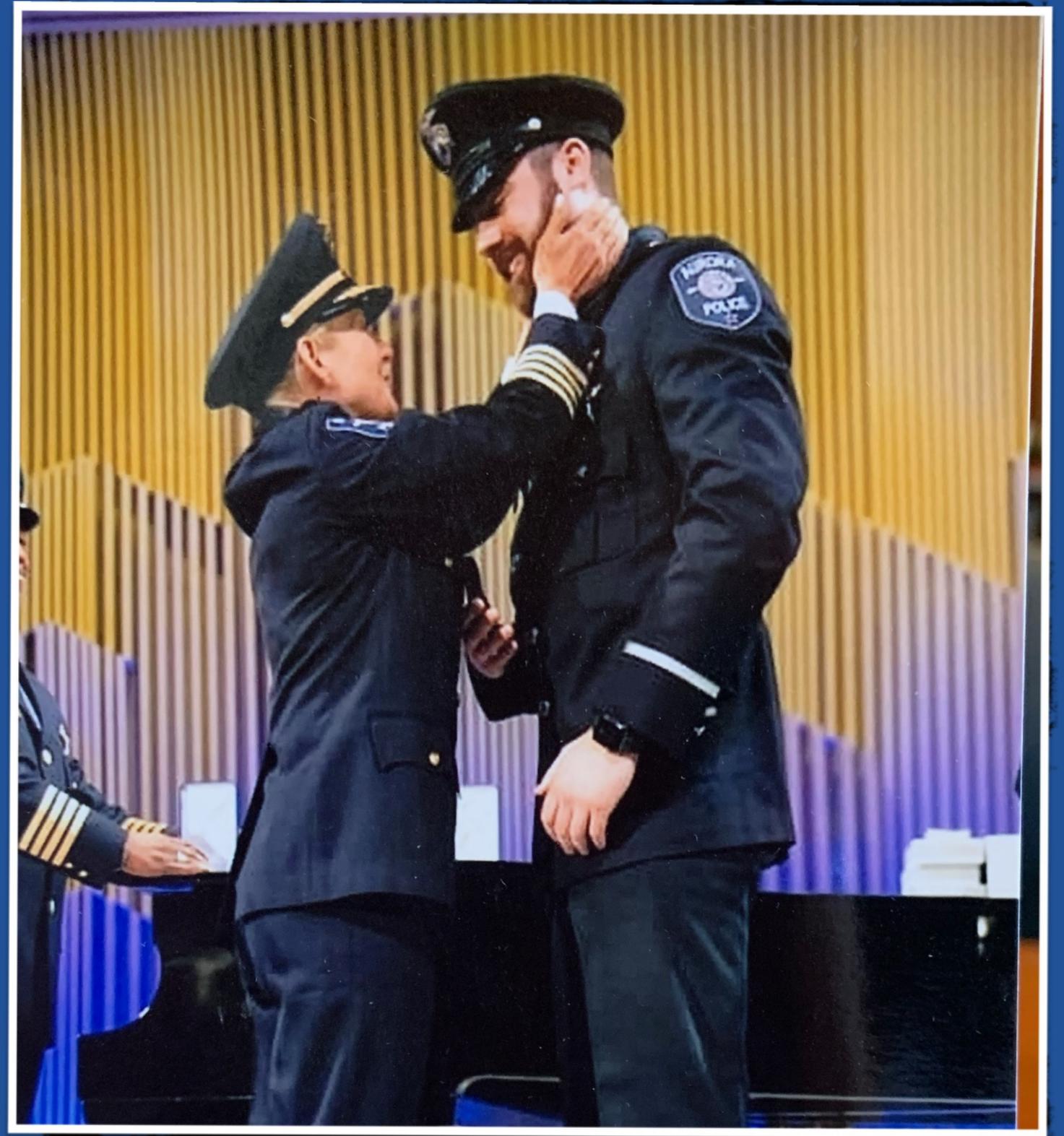


# COURAGE TO BE VULNERABLE

You cannot get to courage  
without walking through  
vulnerability.

Most people think  
vulnerability is weakness.

In fact vulnerability is  
actually the cornerstone of  
confidence.



SHOW UP FOR PEOPLE  
IN PAIN AND  
DON'T LOOK AWAY.

HOPE IS ~~NOT~~ A STRATEGY.

**Depression is sadness without hope. We all get sad, but we know it will pass.**

At the end of your ONE wild and precious life..



PEOPLE REGRETTED LIVING A LIFE BASED  
ON THE EXPECTATIONS OF OTHERS.

**HUMAN CONNECTION MATTERS THE MOST.**

*-Harvard Study of Adult Development*



- **Start practicing your Courage Litmus Test.**
- **Stop trying to fit in and instead focus on belonging.**
- **Give others a voice.**
- **Be a Disrupter.**
- **Have the courage to be vulnerable.**
- **Optimism is a choice you make to empower yourself.**

I HONOR YOU FOR  
WHAT YOU DO!

**FEAR IS A LIAR.**

# REIMAGINING BLUE

THOUGHTS ON LIFE, LEADERSHIP,  
AND A NEW WAY FORWARD IN POLICING



FORMER  
POLICE CHIEF **KRISTEN ZIMAN**

*Buy my book.  
(You don't have to read it.)*



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