

The words 'JUST' and 'ASK' are rendered in large, bold, block letters. 'JUST' is red and 'ASK' is purple. Three yellow human figures are shown interacting with the letters. One figure stands on top of the 'T' in 'JUST', holding a ladder that extends down to the 'A' in 'ASK'. A second figure is climbing the ladder between 'JUST' and 'ASK'. A third figure stands at the bottom of the ladder, holding its base. The entire graphic is set against a white background.

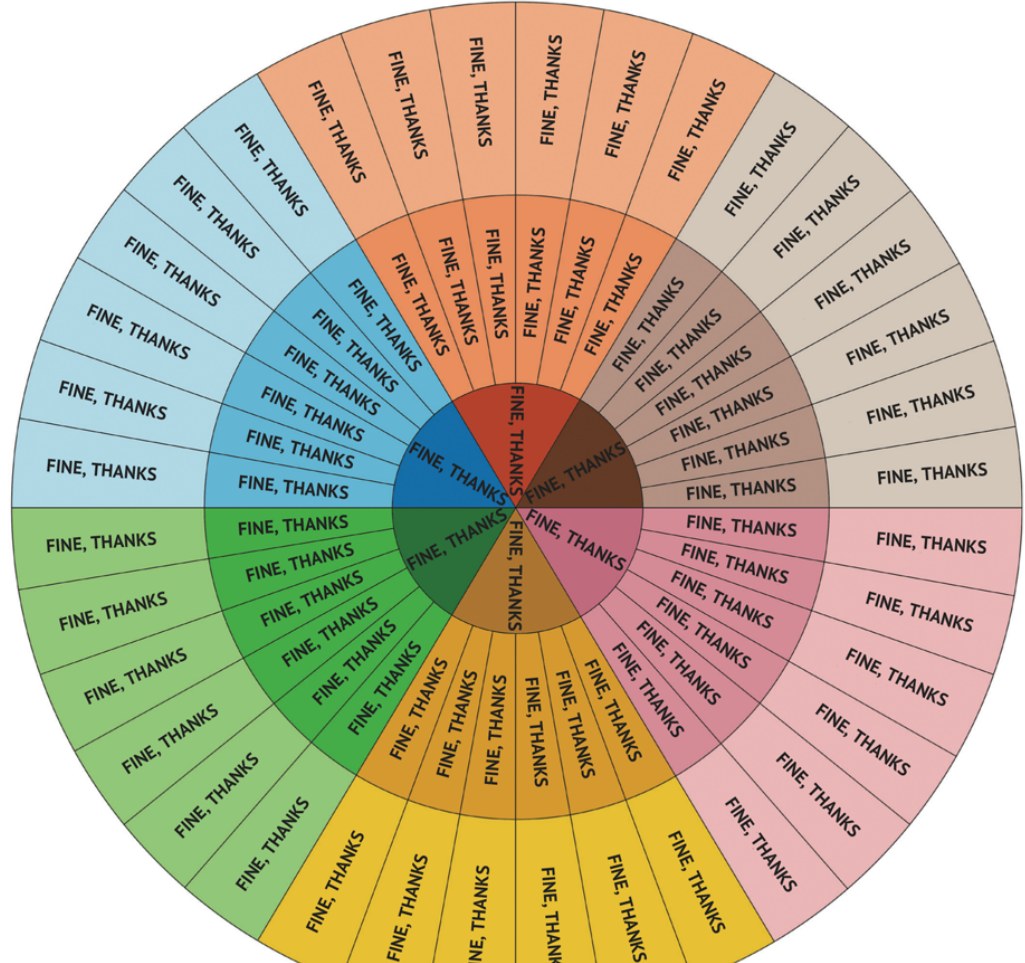
JUST ASK

Why Seeking Support is
Your Greatest Strength



The British Emotion Wheel

by @LiamMakesStuff



What are you struggling with but you're not being open about?

Personal stuff

Stress in my job, moving

Work life balance

Paying off debt

Feeling defeated

Motivation

Workload. Motivation

Being a single mom with teenagers and not having another person to counter ideas off of

Whether or not to stay in my marriage.

What are you struggling with but you're not being open about?

One kid failing school due to distance learning

cancer

Family relations during COVID

Marriage to a substance abuser

Batshit crazy family

Letting my daughter down by being away

needing to find a new job.

I want a new job

Struggling to find my way in my organization.

What are you struggling with but you're not being open about?

Being prediabetic and losing weight

Job satisfaction

Debt, caregiver, single mom,

My forthcoming retirement. What will I do? Do we have enough money? How will I get everything done before Inleavr

Aging parent

New health challenges

Getting necessary time/response from supervisor.

Company is running out of money -

I am not my bosses choice to be her successor after doing this job for a decade. She is recommending a new employee. Insecurity has taken over

What are you struggling with but you're not being open about?

Didn't tell anyone when I was going through my divorce

Workload, wanting a new job,... unfortunately a miscarriage too

Issues with my daughter

not being able to see family and friends like I used to

Feeling angry sometimes

Allowed my weight to come back on

Retirement or not

Aging parent and not nearby to help

Ready for a life and career change but being fearful

What are you struggling with but you're not being open about?

everything that is going on and still trying to be there for everyone else

Covid deaths

Physical pain from surgery; son preparing to go to college

Getting older

My father passed away this January and none of the managers expressed their condolences to me. I worked with them face to face daily I am the HR Generalist there for ten years

finances, stress, putting myself first, health, imposter syndrome, social connections

Feeling strong enough

Not trusting my employer

Not happy to go to work each day as I was BEFORE we have hired us a team to help. They don't want to work

What are you struggling with but you're not being open about?

Job frustrations

Others think I always have it together

What stops you asking for help?



Who do you turn to for advice?

Co worker

A former mentor

Friends

others in the HR Community

Husband

Friends

Best friend

Peers

Friends

Who do you turn to for advice?

Family, frienda

Spouse

My father and former colleagues

Bestfriend

Hudband

Personally my sister. At work my direct supervisor

Fellow HR folks

My husband

Personal sister. Work close manager

Who do you turn to for advice?

Mentor

Don't really have one

Good friend

Spouse

Former worker / boss / mentor

friends

Whoever I can find. It may change by topic.

Therapist

My fiancé

Who do you turn to for advice?

Boss

Good friends

HR Director/Boss

I have one for work, my boss, but not personally right now

Best friend

Scattered right now, no one person

depends on what kind of advice I want/need.

My manager

Trusted family member

Who do you turn to for advice?

Friends

I don't....need a good network-Working on it

My twin sister

Study group at church

husband & sister.

This group!

I first go to the Lord, but I also go to my husband, and I have a very good friend I can go to for help.

Tight HR Network

No one

Authenticity and Integrity

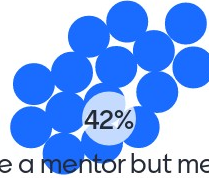
Trust, Reliability and Reciprocity

Commitment and Accountability

What formal support do you receive / give?



I have a mentor but don't mentor others



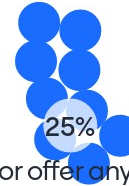
I don't have a mentor but mentor others



I both mentor and have a mentor myself



I am in a mastermind group or action learning set



I don't receive or offer any formal support

Download these slides, the poll results and a free 'Vulnerability Wheel' tool.

AndyLopata.com/HRUniversity

