

The Integrity Advantage

Participant Workbook
Authenticity · Influence · Integrity

Dr. Gina Simpson | Success Uncompromised™

Peco Foods Women's Leadership Conference

*"Know your cards. Play them with great people.
Show up in alignment with who you are."*

HOW TO USE THIS WORKBOOK

This workbook is your personal companion to today's session. Each section mirrors a part of The Integrity Advantage framework. Use the prompts to reflect honestly, not perfectly. There are no right answers — only your answers.

PART ONE

Authenticity: Know Your Cards

You were born with a specific, irreplaceable combination of strengths, talents, limitations, and experiences. That is your hand of cards. This section helps you identify exactly what is in it.

1: Your Strengths & Limitations

Be honest, not aspirational. Both columns matter equally.

MY GENUINE STRENGTHS

What do you do well — not what you wish you did well?

MY REAL LIMITATIONS

What do you consistently struggle with or find difficult?

MY AUTHENTIC SELF STATEMENT

Complete this sentence: I am someone who ___ and I am still learning how to ___.

2: Your Talents

Talents are things that feel almost effortless to you — even when others find them hard.

WHAT FEELS EFFORTLESS TO ME

What do people come to you for? What do you do without even thinking about it?

TALENTS I HAVE NOT FULLY CLAIMED YET

What do you downplay, dismiss, or forget to mention about yourself?

3: What I Know & What I Am Learning

Bounded rationality: there is no smarter than. There is only knowing different things.

WHAT I KNOW WELL AND OWN CONFIDENTLY

WHAT I AM STILL LEARNING — AND THAT IS OKAY

4: Your Purpose

Your purpose shows up across every role you play — not just at work.

MY ROLES

List the key roles you play (e.g. leader, mother, mentor, colleague, friend).

Role	What I Contribute in This Role	What I Want to Be Known For

MY PURPOSE STATEMENT

Complete this sentence: I exist to ___ so that ___.

5: Your Personal Value Proposition

A 2–3 sentence statement that captures who you are, what you bring, and why it matters.

DRAFT YOUR PERSONAL VALUE PROPOSITION

"I am [who you are]. I bring [your top strengths/talents]. The people around me benefit because [impact]."

PART TWO

Influence: Play Your Cards

No one succeeds alone. The people closest to you shape your mindset, ambition, and sense of what is possible. This section helps you assess and strengthen your circle.

6: Who Is in Your Circle?

List up to 5 people you spend the most time with professionally or personally.

Name / Role	Cards They Hold (Strengths they bring)	Energy They Give (Rate 1-5)	Do They Challenge You to Grow?

REFLECTION: GAPS IN MY CIRCLE

What cards are missing from your circle? Who do you need to add?

ONE PERSON I WILL INTENTIONALLY INVEST IN THIS MONTH

7: How I Show Up on a Team

You are responsible for the energy you bring. No one else.

THE ENERGY I TYPICALLY BRING

When you walk into a room or a meeting, what energy do people feel from you?

WHEN I SHOW UP AT MY BEST, I...

WHEN I AM NOT AT MY BEST, I TEND TO...

8: Listen More. Respond — Don't React.

Research shows that psychological safety is the #1 predictor of team performance.

WHERE I STRUGGLE MOST TO LISTEN WITHOUT REACTING

(Think of a recurring situation: a person, a type of meeting, a trigger.)

MY PERSONAL COMMITMENT TO MY TEAM

"When I am on this team, I commit to ____."

COMPETENCE WITH GRACE: WHAT THIS LOOKS LIKE FOR ME

How will you demonstrate deep competence AND genuine warmth in your role?

PART THREE

Integrity: Lead Your Cards

Integrity is the match between who you say you are and how you actually show up — especially when things get hard. This section builds your daily practice.

9: My Morning Intention Practice

Before your feet hit the floor. This is how you lead yourself before you lead anyone else.

TODAY'S DATE

HOW I WANT TO SHOW UP TODAY

Choose one word or phrase that captures your intention for the day.

HOW I WANT TO FEEL TODAY

WHAT I WILL NOT CARRY INTO TODAY

Name the weight you are choosing to set down.

THREE THINGS THAT ARE GENUINELY GREAT ABOUT ME

Not what you wish were true. What is actually true.

1.

2.

3.

THREE THINGS I AM GRATEFUL FOR RIGHT NOW

1.

2.

3.

10: My Evening Reflection

End your day with intention. Three questions. Five minutes.

WHAT DID I DO TODAY THAT CONTRIBUTED TO SOMETHING BIGGER THAN ME?

Think about your team, your family, your community — any of it counts.

1.

2.

3.

DID I SHOW UP AS THE LEADER I INTEND TO BE?

Be honest. Not harsh — honest.

WHAT WILL I DO DIFFERENTLY TOMORROW?

One thing. Specific and achievable.

11: Own the Space — Integrity in Action

Between every action and your next response, there is a space. That space is where your integrity lives.

A SITUATION WHERE I TEND TO REACT INSTEAD OF RESPOND

Describe a recurring scenario where you give the space away.

WHAT MY REACTION USUALLY LOOKS LIKE

WHAT AN INTENTIONAL RESPONSE WOULD LOOK LIKE INSTEAD

MY THREE-BREATH COMMITMENT

"Before I respond to ____, I will take three breaths and ____."

BONUS: What Is Your Walk-Out Song?

Pick a song that makes you feel completely like yourself — confident, grounded, ready. Play it on the way to work. On the way to the hard meeting. Whenever you need to remember who you are.

MY WALK-OUT SONG IS:

BECAUSE IT MAKES ME FEEL:

MY INTEGRITY ADVANTAGE COMMITMENT

*"You walked in here today with a perfect hand.
You are extraordinary. Go lead like it."*

THE ONE THING I AM COMMITTING TO FROM TODAY

Not a list. One thing. The thing that, if you actually did it, would change something.

I WILL KNOW I AM DOING IT WHEN...

I WILL HOLD MYSELF ACCOUNTABLE BY...

MY SIGNATURE & DATE

Success Uncompromised™ | Whole Integrity. Real Success. | Dr. Gina Simpson