



AuthenticUnlimited



Work Made Human™

An Introduction to Authentic Leadership

Instantly Improve Engagement & Results with
Simple, People-Centered Strategies



What's Really Holding Your Team Back?

Quiet Quitting

You're losing energy and ideas long before employees hand in their resignation.



Superficial Harmony

People smile politely or nod in meetings but withhold genuine feedback.



Talent Drain

Top performers don't feel heard, so they leave for more open cultures.



The gap between what organizations *want*—an engaged workforce, a culture of innovation, and sustainable results—and what they *get*, seems to grow every day.

Work Made Human™ bridges that gap by creating environments where people are genuinely valued and psychological safety thrives.



The Simple Truth That Changes Everything

*When people feel truly seen, valued,
and safe to be themselves,
exceptional performance is inevitable.*

And the data backs it up. Multiple studies show that **Psychological Safety** is the number one predictor of high-performing teams.

When employees trust that it's safe to speak up, share bold ideas, and admit mistakes, engagement soars and turnover plummets.

The Three C's of Authentic Leadership

Our Work Made Human™ approach centers on three core elements that every leader can cultivate:

01

Clarity

What it is:

A shared understanding of each person's strengths and how they best contribute.

Outcome:

People know their priorities, responsibilities, and sense of purpose.

Without it:

Confusion breeds stalled projects and lack of ownership.

02

Connection

What it is:

Genuine trust where every person feels safe to speak openly.

Outcome:

Teams share real issues, collaborate meaningfully, and spark creative ideas.

Without it:

Employees withhold their best ideas and quietly disengage.

03

Collaboration

What it is:

Harnessing diverse perspectives so problems are solved in ways no single individual could achieve alone.

Outcome:

Bold, innovative ideas are nurtured and implemented quickly.

Without it:

Siloed efforts lead to half-baked solutions and wasted resources.

The Three C's—Clarity, Connection, and Collaboration—form the core our Work Made Human™ workshops, helping leaders and teams develop:

- Stronger clarity in their purpose, roles, and impact
- Deeper authentic connection and a sense of belonging
- Collaborative practices that spark lasting innovation

Even when teams understand these principles, **natural barriers** often prevent putting them into practice. That's where our **MASK Framework™** comes in—the four protective habits that, if left unchecked, can derail team success.

The M-A-S-K FrameworkTM

Even highly committed teams slip into protective habits, which we call the MASK FrameworkTM



Muting

Holding back ideas, feedback, or concerns out of fear of judgment or criticism.



Approval-Seeking

Prioritizing harmony over candor, often going along with group opinions to avoid conflict.



Security-Driven

Clinging to the familiar and avoiding sensible risks for a sense of safety.



Kryptonite

Concealing vulnerabilities, knowledge gaps, or mistakes to always appear competent.



MASK behaviors may feel safer in the short term, but the long-term cost is lost innovation, drained energy, and eroded trust.



5 Ways Authentic Leadership Makes a Difference



Full Engagement:

People bring their best selves to work daily.



Open Dialogue:

Even tough conversations feel productive and supportive.



Energizing Teamwork:

Collaboration becomes a source of creativity, not conflict.



Lasting Retention:

Top performers thrive and want to stay long term.



Adaptability & Resilience:

Authentic teams pivot faster and more effectively.

This is what happens when leaders intentionally create an environment grounded in authenticity.



Four Tools You Can Use Right Now

We're all about practical impact, not just theories. These four simple tools are easy to incorporate into your meetings and routines.

01 Quick Clarity Booster

Action

Have each person share their top 2-3 strengths and one area they could use additional support.

Why it works

It normalizes both confidence and continuous growth.

02 Connection Starter

Action

Open a meeting with a 10-second "mood check." Each person shares their energy level in 1 or 2 words.

Why it works

A tiny ritual that makes authenticity visible and valued.

03 Collaboration Spark

Action

Gather written ideas anonymously first, then discuss as a group (*Brainwriting*).

Why it works

Gives quieter voices equal standing with more outspoken team members.

04 Spot a MASK Moment

Action

The next time you feel pressured to agree ask yourself, "Am I seeking approval?"

Why it works

Checking yourself in real time helps break unhelpful, people-pleasing reflexes.

Build Momentum with Small Steps

Small, consistent actions lead to lasting improvements. Keep layering in these practices, and you'll notice real shifts in openness, engagement, and productivity.

Each tool strengthens **psychological safety**, nurtures **connection**, and sparks **fresh thinking**. Try one—or all four—in your next team meeting, and see how quickly a new level of energy and collaboration emerges.

Ready for More?

Transform your workplace with our Work Made Human™ workshops which dive deeper into:

The Three C's

Bring Clarity, Connection, and Collaboration into your daily leadership practices.

The MASK Framework™

Discover practical, actionable strategies to overcome barriers that hold teams back.

Elements of Authenticity™

Explore the eight core drives that reveal each individual's true potential.

Hands-On Exercises

Build psychological safety and boost innovation through guided experiences.

Real-World Scenarios

See these principles in action through tailored solutions for your unique challenges.

Take the First Step Toward Real Transformation

Visit us at AuthenticUnlimited.com to:



Explore our **Work Made Human™** workshops designed for lasting, meaningful change



Schedule a complimentary 30-minute consultation to discuss your unique workplace challenges

Don't wait for the next round of engagement surveys or the next sign of hidden frustrations. Bring humanity back to work—and watch performance soar.

Thank You

I appreciate your interest in leading with authenticity.

“The future belongs to workplaces that value both humanity and results. **Work Made Human™** is not just feel-good fluff—it’s about unlocking the full potential of people.”

— **Joe Marques**

Founder, Authentic Unlimited
Be real. Connect deeply. Make a difference.



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