



Team Discussion Guide for *The Backpack* by Dr. Tim Gardner

[Click here to access](#) the 45-minute video with Dr. Scott Livingston, featuring Dr. Tim Gardner, the author of *The Backpack*. This discussion guide is time coded with the video to simplify discussion around what the topic means for your group as you watch together. I recommend using the time stamps to stop/start the content to allow for discussion of the questions in real time along with the video. We have also provided some additional questions for stimulating discussion with your team and discovering deeper insights as you grow them as leaders.

| | <u>Discussion Topic</u> | <u>Questions for Discussion</u> | <u>Notes</u> |
|--------------|--|--|---------------------|
| 0:00 - 1:55 | Introduction to The Backpack and Dr. Tim Gardner | | |
| 1:56 - 5:40 | Who Is Dr. Tim Gardner? | | |
| 5:41 - 9:24 | Motivation for writing The Backpack Cornerstone of Emotional Intelligence is Self-Awareness | | |
| 9:25 - 12:45 | Idea of compassion & the difference between sympathy or empathy. | <p>How do you define compassion?</p> <p>How important is it that you display compassion in your organization today?</p> <p>What is the value proposition for showing compassion in both times of crisis and times of calm?</p> <p>Have you not shown compassion to someone recently and what is the potential loss from that action?</p> | |

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| <p>12:46 - 19:45</p> | <p>The Importance of feedback in creating self-awareness.</p> | <p>Who have you observed in your organization showing caring well?</p> <p>What are some ways people in your organization show they care?</p> <p>How do you respond when receiving feedback?</p> <p>Think about the last meeting you were in; what was it like for someone to experience you in that meeting? How did you show up? How did you listen? How did you display humility?</p> <p>When was the last time you asked people on your team; "How are you doing?" and then explored their answer with them?</p> | |
| <p>19:45 - 28:45</p> | <p>How does the idea of love translate into business?</p> | <p>What do you think about the idea of even talking about love in the workplace?</p> <p>Dr. Tim talked about 4 different Greek words for the one word in English; Love. How does this impact you as a leader?</p> <p>Have you ever been afraid to give feedback because you might hurt the person?</p> <p>What realization did you have when Dr. Tim said, "not giving them the feedback might hurt them as well"?</p> <p>Dr. Scott talks about how you can be observational and not judgmental in your feedback. What do you think about this practice? How might this help you when you deliver feedback?</p> | |
| <p>28:46 -</p> | <p>Becoming Unoffendable</p> | <p>Have you thought about how not giving people permission to hurt you grows you as a leader?</p> | |
| <p>32:00 - 35:00</p> | <p>Growing the Buddy Way</p> | <p>How does feedback impact you? Seek it out proactively.</p> <p>How am I loving people well with what I have?</p> | |

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| 35:01- 37:30 | The Jon Paradox | <p>Do you see the paradox that Dr Scott talks about in your life?</p> <p>Do you ever see yourself falling into the trap of the world revolving around you?</p> | |
| 37:31 - 41:00 | Starting and ending your day as a leader. | <p>Have you thought about how you start and end your day?</p> <p>What impact does how you start and how you end make on your day?</p> <p>Do you journal? What do you think about what Dr. Tim said about journaling?</p> <p>What do you think about asking yourself at the end of the day; "Where did I love people well today?"</p> | |
| 41:01 - 45:00 | Practicing Leadership | <p>How intentional are you about practicing leadership?</p> <p>How are you caring for people well?</p> <p>Are you caring for yourself well so you can care for others well?</p> | |