

# Jeffersonian Lunch

June 2, 2019

The Jefferson Hotel, Lemaire Restaurant (Library)

## ATTENDEES

Laura Akesson

Lloyd Young

Mark Casper

Holly Miller

Elizabeth Wood

Massimo Junior Bisticchi

Deonna Lorianni

Sydney Lester

Julie Riley

Ed Cook

Roxanne Brown

Kristan McGehee

Lauren DeSimone

---

## NOTES

What does “joy” mean?

- Joy means alignment with personal values.
- Joy is fun vs. deadly dull.
- Joy is energy which comes from education, curiosity, learning, knowledge.
- Joy is an overarching umbrella rather than a static moment; joy is made of all the small things and moments.
- Is there joy without ruts? No.
- Joy can be achieved by choice. Self-awareness provides the notion that joy is within our control.
- Shifting one’s own perspective influences and radiates outward to empower others to seek, feel, and experience joy.
- It is important to regularly level-set and check back in to ensure joy still exists. To gather honest feedback consider a tiny pulse check i.e. weekly anonymous surveys.
- Does joy have to be exuberant? How do we express joy if not with exuberance? Joy may not be evident.

- How is it possible to be a joyful person within a team of naysayers?
  - Show up as you are and stop apologizing.
- The leader bears the responsibility to show up with respect for where people are on the “joy curve,” to make it possible and accessible to their team.
- Leadership is a lot like serving in a restaurant -- as with different personalities of tables, leaders must gracefully accommodate the entire range of different personalities of their teams.
  - Joy is different in different cultures; how are you adapting?
  - Emotional sensitivity isn't encouraged everywhere.