



Step Into Your Moxie[®]

Overview

Step Into Your Moxie® Experiences Are Unique

VOCAL EMPOWERMENT THAT MOVES PEOPLE TO TAKE ACTION

They address the interrelated skills connected to vocal empowerment.

While many communication development programs look at confidence, presence, and what to say, Step into Your Moxie® experiences support participants to create an empowering inner voice, get comfortable with uncomfortable physiological sensations that come up when speaking/ speaking up, practice sculpting and delivering high-impact messaging, develop authentic presence, and use communication that moves people to take action.

They integrate self-empowerment with social justice. As a facilitator, I support each participant to find and master using their voice, and help them explore the ideological, institutional, and interpersonal impediments to speaking up.

They give participants the opportunity to use improv, role play, and other experiential activities to practice and solidify their communication skills.

This is not a program where people are simply told how to speak/speak up. Rather, they are up on their feet developing the mindset, behaviors, and habits to speak up and influence consistently.

They are trauma-sensitive. (Little “t” and big “T” traumas shape people’s relationship to their voice and comfort/discomfort with speaking up). As a facilitator, I am sensitive to how trauma can show up for people and help participants identify if there is the psychological safety needed to speak up.

They center and elevate people with marginalized identities – and support participants to do the same.

Step Into Your Moxie[®] Experiences Are Needed

EMPLOYEES STRUGGLE WITH SPEAKING UP... AND IT'S COSTING COMPANIES

Statistics support this:

- In 2020, the MIT Sloan School of Management surveyed 6000 Microsoft employees about how often they spoke up to their managers. Less than 50% consistently did. 17.5% of employees surveyed said that they never spoke up.
- In a research study conducted by VitalSmarts (now Crucial Learning) a few years ago, researchers Joseph Grenny and David Maxfield concluded that every time an employee avoids a high- stakes conversation, it costs a company \$7500. **An updated study put the cost as high as \$25,000.**
- In 2021, Crucial Learning found that a **shocking 9 out of 10 people** have felt emotionally or physically unsafe to speak their mind more than once in the past 18 months. Unsurprisingly, the conversation topics that have generated the most fear included political or social issues (74 percent) and COVID-19 issues (70 percent).

The study of more than 1,300 showed that instead of “speaking up,” people used these unhelpful behaviors:

- Staying silent but feeling inauthentic (65%)
- Avoiding people (47%)
- Silently fuming and stewing (42%)
- Ruminating about all the things they'd say if they had the courage (39%)
- Faking agreement (19%)
- Severing relationships (14%)



About Jennifer

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Read
my full bio
[here.](#)

- Mentor | Coach for business and communications leaders
- Workshop facilitator for corporate messaging, core values, and strategic communications planning
- Strategic communications consultant
- 25+ years in corporate communications
- Corporate background with F100 global companies
- Strategic PR Advocate | Educator | Speaker | Trainer
- Fluent in Spanish
- Wife, Mama, Traveler, Foodie

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