

# WALK MY TALK

## Workbook

*Connecting Generations in a Disconnected World*



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ItsSimple Club

# Chapter 1: Authenticity

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## Key Concepts Summary

Authenticity is about embracing the whole of who you are — strengths, flaws, values, and truths. It's the foundation of real confidence and meaningful relationships. This chapter invites you to explore how being your authentic self influences your work, relationships, and sense of self-worth, especially in a multigenerational environment.



"The quickest way to authenticity is through honest conversations with yourself."  
*Walk My Talk*

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## Self-Reflection Questions

- Who am I when nobody is watching?
  - What part of myself do I hide at work, and why?
  - When was the last time I truly felt proud of being myself?
  - What are the five words that best describe who I really am?
  - What behaviours do I tolerate that go against my values?
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## Practical Exercises

### 1. Authenticity Radar

Draw a radar chart with key domains: Work, Family, Social Life, Online Presence, and Alone Time. Rate your authenticity in each from 1-10. Where are you least authentic? Why?

### 2. Value Mapping

Choose your top five core values from the list below. Describe how each one shows up in your daily life. Highlight one that is currently neglected and brainstorm how to reintroduce it.

Examples: Integrity, Compassion, Courage, Respect, Adventure, Growth, Loyalty, Balance, Creativity



### 3. Mirror Letter

Write a short letter to your most authentic self. What do they want you to remember? What advice do they give you?

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## Real-Life Scenarios & Role Plays

### Scenario 1: The Silent Voice

You're in a strategy meeting with your team. You have a different point of view but hesitate to speak up. Role-play how you could express your opinion authentically and professionally.

### Scenario 2: The Compliment Deflector

A colleague praises your recent work. You usually downplay your contributions. Practice accepting the compliment with pride.

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## Action Plan

Use this space to set your authenticity goals.

One thing I will **stop doing** that hides my true self:

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One thing I will **start doing** to express myself more:

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One **value** I will prioritise this month:

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One person I will have an honest conversation with:

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*"When people see that you are happy with yourself, they never doubt you."*  
**Walk My Talk**

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### Next Steps

Once you've completed this section, revisit your answers weekly. Small consistent shifts build strong authentic habits.

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# Chapter 2: Maturity

## Key Concepts Summary

Maturity isn't defined by age — it's reflected in how we respond to challenges, manage emotions, handle responsibility, and treat others. True maturity means knowing when to speak up, when to listen, and when to let go. It's about self-control, patience, perspective, and resilience.



*"Maturity is not measured by years but by understanding and accountability."*  
*Walk My Talk*

## Self-Reflection Questions

- How do I define maturity in myself and others?
- What's a recent situation where I acted maturely — or didn't?
- Do I take responsibility for my actions and emotions, or blame others?
- How do I handle criticism or difficult feedback?
- What does emotional control look like in my day-to-day behaviour?

## Practical Exercises

### 1. Maturity Mirror

List three moments this month where you responded with patience and three where you reacted impulsively. What patterns do you notice?

### 2. Trigger Tracker

Keep a log for 3 days of situations that emotionally trigger you. Write your response and what a "mature version" of you might have done instead.

### 3. Accountability Ladder

Draw a ladder with 5 rungs. At the top: "I take full ownership." At the bottom: "It's someone else's fault." Place yourself on that ladder after your next mistake.



## Scenarios & Role Plays

### Scenario 1: Defensive Reaction

You receive unexpected criticism during a team meeting.

*Practice a mature response that reflects openness, not defensiveness.*

### Scenario 2: Emotional Escalation

A project is delayed due to a team member's error.

*Role-play a conversation where you respond with calm leadership.*

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## Action Plan

One emotional reaction I will manage better:

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One person I will show more patience and understanding with:

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A mantra or phrase I'll use to pause and respond maturely

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*"Your growth begins where your excuses end."*

*Walk My Talk*



# Chapter 3: Respect

## Key Concepts Summary

Respect is foundational to communication and collaboration. It's about treating others — regardless of role, age, or viewpoint — with dignity. Respect means listening, acknowledging, and valuing the experience and humanity of those around us, even when we disagree.



*"You don't have to agree with someone to respect them."*  
*Walk My Talk*

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## Self-Reflection Questions

- What does respect look like to me?
- Where in my life do I feel deeply respected?
- Have I ever dismissed someone unfairly?
- How do I show respect to people I find difficult?
- What's one respectful behaviour I admire in others?

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## Practical Exercises

### 1. Respect Radar

Rate how respected you feel (1-10) by key people at work or home — and how respected they feel by you. Compare the gaps.

### 2. Reverse Mentoring

Pair with someone older or younger. Each of you teaches the other one thing: a skill, insight, or perspective.

### 3. Three Compliments

Offer genuine, specific compliments to three people from different generations. Reflect on how they respond.



## Scenarios & Role Plays

### Scenario 1: Interrupted or Ignored

Someone regularly talks over you.

*Role-play setting a boundary while keeping the tone respectful.*

### Scenario 2: Generational Bias

A younger colleague implies your views are outdated.

*How can you respond in a way that invites respect and reflection?*

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## Action Plan

One relationship I will improve through more respectful behaviour:

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One behaviour I will stop that could come across as dismissive:

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A habit I will build to ensure I'm actively listening:

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*"Respect is the bridge between listening and understanding."*

*Walk My Talk*



# Chapter 4: Experience

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## Key Concepts Summary

Experience isn't just years on a résumé — it's the sum of lessons, failures, wins, and the wisdom gained from them. It's crucial to value lived experience, both our own and others', especially across generations. Every person brings something to the table.



*"Experience is not entitlement — it's insight in action."*  
*Walk My Talk*

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## Self-Reflection Questions

- What are the top 3 life/work experiences that shaped me most?
  - Do I honour the experience of others, even if they think differently?
  - Have I ever dismissed someone's experience too quickly?
  - What kind of experiences do I want to pursue next?
  - How do I learn from failure — do I reflect or just move on?
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## Practical Exercises

### 1. Experience Inventory

Write down five significant experiences from your personal and professional life. For each, note one insight or skill gained.

### 2. Mentor Moment

Ask someone older or more experienced to share one mistake they learned from. Reflect on how you might apply that lesson.

### 3. Teach Back

Choose one experience that gave you insight and create a mini 5-minute lesson you could teach someone younger.





## Scenarios & Role Plays

### Scenario 1: Age Stereotyping

A younger colleague assumes you're "too traditional" or slow to adapt.

*Role-play correcting this assumption without being defensive.*

### Scenario 2: Underestimation

You're newer to the role and your ideas aren't taken seriously.

*Frame your fresh perspective as valuable experience-in-the-making.*

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## Action Plan

One experience I will reflect on more deeply:

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One person whose experience I will honour more fully:

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One way I will share my experience to empower someone else:

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*"Every experience is either a lesson or a legacy."*

*Walk My Talk*



# Chapter 5: Attitude

## Key Concepts Summary

Attitude influences how we perceive challenges, embrace change, and connect with others. A positive, adaptable attitude can create harmony in multigenerational teams and shape a more resilient mindset.



“Your attitude can inspire others or push them away. Choose wisely.”

*Walk My Talk*

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## Self-Reflection Questions

- How would others describe my attitude at work?
- What situations tend to shift my attitude negatively?
- Do I adapt easily to change or resist it?
- When has my attitude helped me succeed?
- What daily habits can help improve my mindset?

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## Practical Exercises

### 1. Attitude Audit

Track your emotional responses for a week. What triggered negative/positive attitudes? What's the pattern?

### 2. Gratitude Reframe

Each day, write three things you're grateful for—even during difficult situations. Reflect on the shift it creates.

### 3. Mindset Reset

Pick one challenging work habit or interaction. Reframe your internal dialogue about it with a growth mindset.



## Scenarios & Role Plays

### Scenario 1: Negativity in the Team

You notice a colleague is always complaining. How can you influence their attitude positively?

### Scenario 2: Adapting to Change

A new system is being implemented. How do you show leadership by being open-minded and adaptable?

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## Action Plan

One habit I'll adopt to stay positive:

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A colleague I will support with encouragement:

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One change I'll embrace with a better mindset:

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“Attitude is the energy people feel before they hear your words.”

*Walk My Talk*



# Chapter 6: Empathy

## Key Concepts Summary

Empathy is the ability to understand and share the feelings of others. It builds connection, reduces conflict, and creates inclusive teams. In generationally diverse workplaces, empathy bridges perspective gaps.



“Empathy is the difference between being heard and being understood.”

*Walk My Talk*

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## Self-Reflection Questions

- Do I listen to respond or to understand?
- When was the last time I truly empathised with someone?
- How do I react when others express vulnerability?
- What makes it hard for me to show empathy?
- Who in my life models strong empathy?

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## Practical Exercises

### 1. Empathy Walk

Spend a day observing someone’s work routine. What might they be feeling or needing? Write a reflection.

### 2. Perspective Swap

Debate a topic from the viewpoint of a different generation. Reflect on what you learned.

### 3. Emotion Identification

Name your emotions each day. Practice naming others’ emotions based on their words/actions.



## Scenarios & Role Plays

### Scenario 1: Misunderstood Colleague

Someone from another generation seems disengaged. Role-play approaching them with empathy.

### Scenario 2: Emotional Support

A teammate shares something personal. How can you offer support without overstepping?

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## Action Plan

One person I will listen to without judgment this week:

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One assumption I'll challenge with curiosity:

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A daily habit I'll build to strengthen empathy:

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"Empathy builds the trust that transforms teams."

*Walk My Talk*



# Chapter 7: Relationships

## Key Concepts Summary

Strong relationships are built on trust, effort, shared values, and consistent care. In the workplace, relationships form the emotional glue that holds diverse teams together.



“We are not our roles. We are our relationships.”

*Walk My Talk*

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### Self-Reflection Questions

- Which work relationships energise me? Drain me?
- How often do I show appreciation to colleagues?
- What boundaries do I need to protect healthy relationships?
- Do I invest time in building cross-generational connections?
- How do I repair relationships when conflict arises?

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### Practical Exercises

#### 1. Relationship Map

Draw a map of your key relationships (work and personal). Who do you need to invest more time in?

#### 2. 5-Minute Appreciation

Send a short message or note of gratitude to five people. Reflect on their reactions.

#### 3. Relationship Reset

Choose one strained relationship. Set an intention to reconnect with curiosity, not judgment.



## Scenarios & Role Plays

### Scenario 1: Difficult Colleague

You often disagree with a co-worker. Practice a calm, value-driven conversation.

### Scenario 2: Building Connection

You're working with a much older/younger team member. Role-play an intentional bonding conversation.

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## Action Plan

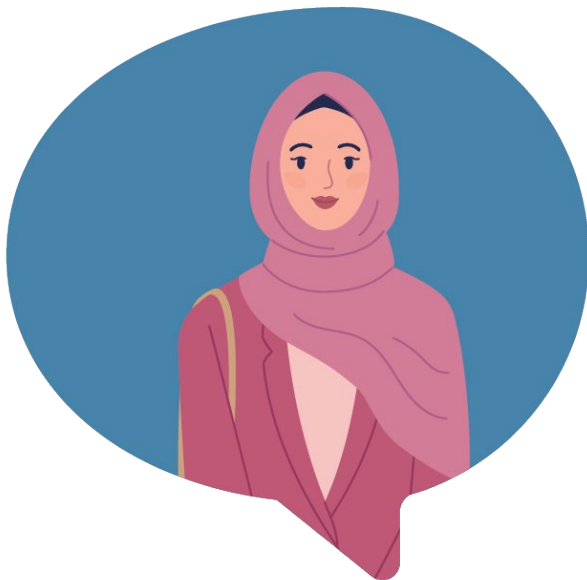
- One relationship I will strengthen this month: \_\_\_\_\_
- One thing I'll do weekly to maintain healthy connections: \_\_\_\_\_
- One boundary I will honour: \_\_\_\_\_



"Strong relationships are built on small, consistent actions."

*Walk My Talk*

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# Chapter 8: Experimentation

## Key Concepts Summary

Experimentation is about curiosity, flexibility, and action. It's how we grow, adapt, and discover what works. In the workplace, it encourages innovation and psychological safety.



"You don't need certainty to take the first step."

*Walk My Talk*

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## Self-Reflection Questions

- When was the last time I tried something new at work?
  - What holds me back from experimenting?
  - Do I see failure as feedback or as something to avoid?
  - Who do I admire for their curiosity?
  - What am I curious about right now?
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## Practical Exercises

### 1. 30-Day Challenge

Choose one habit to try for 30 days. Journal your experience.

### 2. Low-Risk Experiment

Identify one small, low-risk experiment you can try this week (e.g., new meeting style, new outreach).

### 3. Failure Resume

Write a "failure resume." What did each failure teach you?





## Scenarios & Role Plays

### Scenario 1: Proposing Change

You want to try a new approach, but your team resists. Practice pitching your idea.

### Scenario 2: Managing Failure

A new initiative you led didn't go as planned. Role-play owning the outcome and reflecting openly.

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### Action Plan

One experiment I'll run this month:

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A failure I will reframe as a lesson:

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One curiosity I'll explore further:

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"Progress comes from action, not perfection."

*Walk My Talk*



# Chapter 9: Rejection

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## Key Concepts Summary

Rejection is painful—but it’s also informative. It helps build resilience, confidence, and clarity. Learning to face and manage rejection is vital in both personal and professional development.



“Rejection isn’t the opposite of success. It’s part of it.”

*Walk My Talk*

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## Self-Reflection Questions

- How do I typically respond to rejection?
  - What was my most recent experience of rejection?
  - What did I learn from it?
  - Do I take rejection personally or see it as a redirection?
  - How do I support others when they face rejection?
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## Practical Exercises

### 1. Rejection Reflection

Write about a rejection you’ve faced. What did it teach you? How did you grow from it?

### 2. Role Model Research

Find someone who turned rejection into opportunity. What can you learn from their story?

### 3. Rejection Challenge

Make 3 bold asks this week that might lead to rejection. Record what happens.



## Scenarios & Role Plays

### Scenario 1: Bounced Idea

Your idea is dismissed in a meeting. Practice a mature and reflective follow-up conversation.

### Scenario 2: Job Setback

You didn't get a promotion. Role-play how you'll seek feedback and stay motivated.

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## Action Plan

One rejection I'll reframe this month:

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One bold ask I'll make:

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One resilience practice I'll build:

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"Your worth is not measured by someone else's yes."

*Walk My Talk*



# Chapter 10: Skills You Need To Master

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## Key Concepts Summary

Mastering soft and strategic skills bridges gaps across generations, cultures, and mindsets. Lifelong learners thrive in evolving workplaces.



“It’s not what you know—it’s how you grow.”

*Walk My Talk*

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## Self-Reflection Questions

- What skill has helped me the most in my career?
  - What is one skill I want to master in the next year?
  - Do I learn best through experience, mentorship, or study?
  - Who can help me grow in this area?
  - How do I measure progress in my personal development?
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## Practical Exercises

### 1. Skills Inventory

List your current strengths and weaknesses. Identify one key area for focused improvement.

### 2. Learning Map

Create a learning plan with milestones, resources, and people who can support your growth.

### 3. Shadow & Share

Shadow someone with a skill you want to learn. Share what you observed and one takeaway.



## Scenarios & Role Plays

### Scenario 1: Skill Gap

You lack a skill needed for a new opportunity. Role-play how you'll address it with confidence.

### Scenario 2: Teaching Others

You're asked to mentor someone in a skill you've mastered. Practice how you'd teach without overwhelming them.

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## Action Plan

One skill I'll actively work on:

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One mentor/peer I'll learn from:

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One resource I'll use to build knowledge:

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"Skills evolve. So must we."

*Walk My Talk*



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