

Aligned in Action

THE MISSING LINK:
AUTHENTICITY AND CLEAR CONNECTION
FOR SELF-CARE

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FULL PLATE, EMPTY TANK: A STORY OF BANDWIDTH, BURNOUT & BOUNDARIES



*"I Thought I Was Being a Good Leader...
... but I was just being quietly resentful, overcommitted, and sick."*

From Surviving to Living

Like many in the helping profession, I spent years focused on supporting others while neglecting my own well-being. It took time to realize that truly living means embracing authenticity, setting boundaries, and prioritizing self-care in a meaningful way.



WHY THIS MESSAGE MATTERS

In a world of constant change, limited funding, unclear legislation, and doing more with less – leadership fatigue is real. But it's not just about burnout. It's about identity.

When we lead from a place of overextension and fear, we become disconnected from ourselves and our teams.



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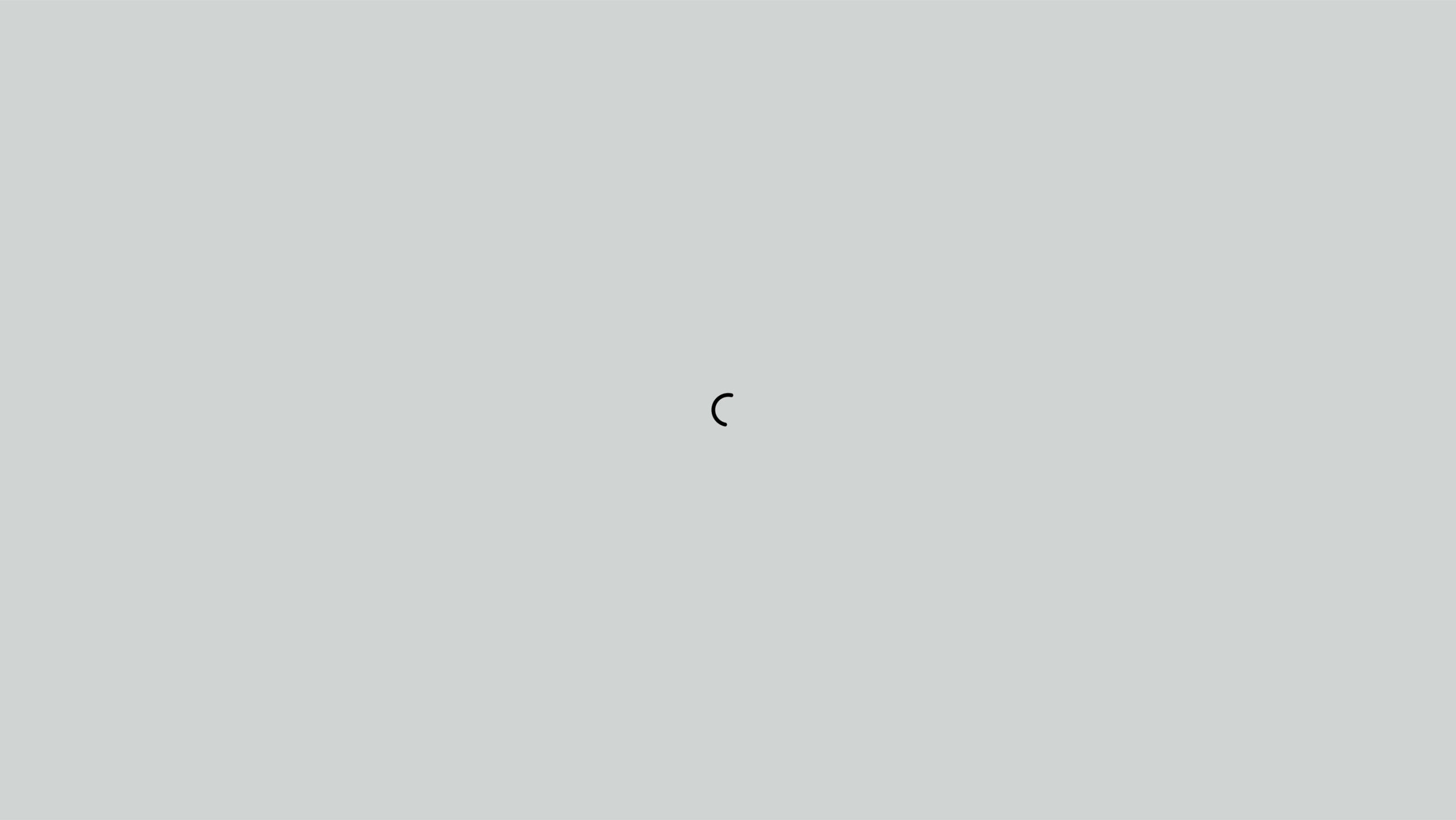


WHAT WILL WE COVER?

- What authenticity really means in leadership
- Why "Clear is Kind" is essential for team health
- How assuming positive intent changes culture
- The "Rule of Reasonable" for leaders
- Personal reflection + practical takeaways

Reflection Handout.





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AUTHENTICITY AS A PRACTICE

It sounds like:

- "I've got it." (When you don't.)
- "It's fine." (When it's not.)
- "I'll take care of it." (When it's not yours to carry.)

Authenticity in leadership looks like:

- Owning your limits
- Being clear, not perfect
- Trusting your team enough to be real

Shape-Shifting
happens when
we lead from
fear, not from
alignment.

Reflection

WHERE AM I PUTTING ON THE
'STRONG LEADER' MASK –
AND WHAT WOULD IT COST
ME TO TAKE IT OFF?



Clear is kind.

UNCLEAR
IS UNKIND.

INSPIRED BY BRENÉ BROWN'S
'DARE TO LEAD'

- Clarity is a form of kindness – Avoiding hard conversations may feel “nice” in the moment, but it creates confusion, resentment, and disconnection.
- Unclear communication leads to frustration – Unspoken expectations can damage relationships both personally and professionally.
- Embracing clarity – Honest, direct communication fosters trust and engagement.

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CLEAR VS UNCLEAR

Directness
Trust
Engagement

Assumptions
Resentment
Disconnection

Reflection

What is one conversation you've been avoiding that would benefit from clarity?
How can you approach it with honesty and kindness?

This is about giving yourself permission to be direct—because clear communication doesn't just serve others, it honors you.

Negative

"They ignored my email on purpose."

"They were short with me because they don't like me."

Nobody is thinking about you as much as you think about you.

Positive

"Maybe they are swamped with work."

"They might be having a tough day."

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People rarely act with the intent to harm. Most behaviors are driven by their own stress, struggles, or distractions—not personal attacks.

We interpret interactions through our own lens. We often assume someone's actions reflect something about us, when in reality, they're dealing with their own circumstances.

Choosing positive intent leads to better relationships. When we assume the best in others, we reduce unnecessary stress and foster understanding.

ASSUMING
POSITIVE INTENT

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THE RULE OF REASONABLE

A SIMPLE
QUESTION
TO
CHALLENGE
SELF-
DOUBT

ASK
YOURSELF:

We often justify fair expectations for others but hesitate to ask the same for ourselves.

Fear, not unworthiness, is usually what holds us back from expressing our needs.

"If my best friend or sister asked for this, would I think it's reasonable?"

If the answer is yes, then the only thing in your way is fear—not whether you "deserve" it.



WHEN OTHERS
ASK

WHEN WE ASK FOR
OURSELVES

"Of course, that's a
fair ask!"

"Am I being too
much?"

"I'd support them in
this."

"I don't want to be a
burden."

"They deserve respect."

Do I deserve this?"

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KEY TAKEAWAYS

VULNERABILITY

Allowing the Human in me to connect with the Human in you. Regardless of relationship label.

POSITIVITY

Most people aren't thinking about you nearly as much as you think about you- likely- it's not personal

PEACE

In your relationships, within yourself. Simple, although not easy at first. It can become a way of being.

AUTHENTICITY

When we know who we are and how we want to show up- it's easier to show up authentically.

CLARITY

Through the front door communication and prevents resentment.

REASONABLE

Give yourself the same opportunities, respect and grace you give others with ease.

Now that you've explored concepts like authenticity, clear communication, boundaries, and self-compassion, this brief reflection will help you pause and take stock of where you are—and where you'd like to grow.

This is not about getting the “right” answers. It's about honest self-awareness and giving yourself the same curiosity and kindness you extend to others.

Take a moment to reflect. What landed? What shifted? What are you ready to take action on?

- 💡 Your responses can guide your next steps in showing up more fully, clearly, and authentically—in both your personal and professional life.

Next Steps



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THIS IS JUST THE BEGINNING...
READY FOR MORE?

Amber Perez



SPEAKER | COACH | ADVOCATE FOR AUTHENTIC LIVING

💡 If this message resonated with you, let's keep the conversation going. Stay connected for more insights on authenticity, self-care, and real-life strategies to create meaningful change.

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THANK YOU

