

FROM PAUSE TO PROGRESS™

WORKPLACE WELLNESS EDITION

A Workplace Wellness & Personal Growth Experience

Using the EMBRACE 6 P's of Personal Growth™

A PRACTICAL, HUMAN-CENTERED FRAMEWORK

For navigating workplace pressure, communication, leadership, change, success, and the moments that test how we show up.

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INSIDE THIS GUIDE

A Workplace Wellness Guide for Real Work and Life Moments

This edition brings the EMBRACE 6 P’s into the workplace—where employees and leaders navigate competing priorities, communication, change, pressure, success, and life beyond the role.

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WORKPLACE WELLNESS IS WHOLE-PERSON WORK

People may remember the task, meeting, deadline, or decision—but they also remember how they were treated in moments that mattered.

EMBRACE YOUR JOURNEY • WORKPLACE WELLNESS

From Pause to Progress™

A Workplace Wellness & Personal Growth Experience using the EMBRACE 6 P's.

The Workshop Promise

Participants leave with more than inspiration. They leave with a shared language and a practical reset tool for pressure, communication, decisions, change, and success—both when something is difficult and when something is going well.

SIGNATURE RESET QUESTION

"Which P am I in, and what is my next honest step?"

Designed for employees, supervisors, leaders, HR and people teams, workplace wellness initiatives, onboarding, staff development, and organizational change.

What Participants Leave With

- Use the 6 P's during pressure, conflict, change, overload, achievement, opportunity, and everyday work and life moments.
- Recognize the difference between an automatic reaction and an intentional response.
- Identify the root of recurring tension instead of responding only to the fruit of the issue.
- Choose one clear next step that supports communication, accountability, boundaries, well-being, and personal responsibility.
- Apply the framework to workplace situations and leave with language that can be used immediately across roles, teams, and levels.

The Workplace Reality: Working, Leading, and Being Human

Employees and leaders are often expected to stay composed, communicate clearly, meet deadlines, support others, and adapt while the environment around them is moving quickly. Priorities may shift. A message may be unclear. Capacity may be stretched. A difficult conversation may be overdue. A change may arrive before people feel ready.

At the same time, people do not leave grief, caregiving, financial concerns, health worries, family demands, uncertainty, frustration, or decision fatigue at the door. They bring their whole humanity to work.

THE WORKPLACE WELLNESS CHALLENGE

The employee or leader is not only managing the task. They may also be managing an internal response while still being expected to communicate, decide, lead, collaborate, or support someone else.

This Workshop Is Different

This is not a sit-and-listen presentation and it is not group therapy. Participants are never required to disclose personal information. The experience uses private reflection, realistic workplace scenarios, guided discussion, and a repeatable reset framework.

Workplace Priority	How the Workshop Supports It
Employee Well-Being	Notice overload and emotional pressure earlier, before they spill into communication or team behavior.
Communication & Relationships	Create space between a difficult moment and the next response, conversation, or decision.
Cross-Team Communication	Slow down assumptions, clarify information, and strengthen handoffs between roles and shifts.
Leadership Development	Give supervisors a framework before feedback, escalation, difficult conversations, and fast decisions.
Change & Capacity Support	Encourage smaller sustainable responses instead of waiting for frustration or exhaustion to peak.
Workplace Culture	Create memorable, non-clinical language for reflection, ownership, accountability, and intentional response.

The EMBRACE 6 P's in Workplace Wellness

One framework. Six memorable questions. A practical way to move from pressure to intentional action.

P	Purpose	Workplace Application	Reset Question
PAUSE	Interrupt the automatic reaction.	Notice before responding to a coworker, leader, customer, client, or unexpected problem—and before rushing past a success.	What am I noticing right now?
PINPOINT	Name what is actually driving the moment.	Look beyond the fruit of the issue to identify the root — including gaps, assumptions, overload, unclear expectations, or operational breakdowns.	What is really happening underneath this?
PROCESS	Make space for what is true.	Acknowledge emotion, assumptions, needs, pride, relief, gratitude, or mixed feelings without requiring personal disclosure.	What am I feeling, assuming, or avoiding?
PLAN	Choose one clear, respectful next step.	Decide what can be clarified, communicated, resolved, escalated, or requested.	What is my next honest step?
PRACTICE	Turn insight into repeatable behavior.	Use the framework during handoffs, feedback, decisions, boundaries, change, accomplishments, and opportunities.	What will I try differently next time?
PROGRESS	Recognize growth and reinforce what works.	Notice and celebrate small shifts that improve communication, teamwork, follow-through, well-being, and growth over time.	What progress can I name?

SIGNATURE WORKPLACE LANGUAGE

"Which P are you in?" gives teams a simple way to name where they are. "What is your next honest step?" moves the conversation toward ownership and action.

The Two-Hour 6 P's Overview

Reflective, interactive, and practical—designed to engage employees and leaders while protecting professional boundaries.

Time	Segment	Participant Experience
0:00-0:08	Welcome + Set the Room	Purpose, expectations, and professional participation agreements
0:08-0:23	What P Are You Carrying Today?	Signature icebreaker and immediate connection to the framework
0:23-0:35	The Workplace Reality	Working and leading while being human; recognize what people carry into the workplace
0:35-0:50	Pause	Interrupt reaction and create room for choice
0:50-1:05	Pinpoint	Look beyond the fruit of the issue to identify the root
1:05-1:20	Process	Acknowledge challenge and success—including pride, relief, gratitude, or mixed emotions—without overexposure
1:20-1:27	Reset Break	Breath, stretch, water, quiet reflection
1:27-1:42	Plan	Choose one clear, honest, doable next step
1:42-1:55	Practice	Apply the 6 P's to difficult and positive workplace scenarios
1:55-2:00	Progress + Commitment	Name one change to make—or one effective pattern to repeat—in the coming week

Participation Agreements

- Share only what feels appropriate.
- Participants are always allowed to pass.
- Listen to understand - not to fix.
- The goal is insight and application, not personal exposure. Positive reflection is welcome, too: participants can name what worked without making success the measure of personal worth.
- Take what is useful and apply it in a way that fits your role, team, and workplace.

OPENING FRAME

The workshop does not ask employees to smile through problems that need to be addressed. It gives them a structured way to notice what is happening, understand it more clearly, and choose how to respond.

Signature Learning Moments

1. "What P Are You Carrying Today?"

Participants choose the P that feels closest to where they are in the moment. The activity demonstrates a workplace truth: people can share the same workplace and still be carrying very different internal experiences.

Why it works: It is memorable, low-risk, and gives participants an immediate connection to the framework without requiring personal disclosure.

2. The 3-Breath Pause

- First breath: notice your body.
- Second breath: notice your emotion.
- Third breath: notice your choice.

TAKEAWAY

Pause gives your wisdom time to catch up with your reaction.

3. Fruit vs. Root

We often look at the fruit of the issue, instead of the root of the issue. A missed deadline, tense exchange, or drop in performance may be the fruit we see first. The root may involve unclear expectations, workload, policy, staffing, incomplete information, weak systems, competing priorities, or an assumption that was never checked.

TAKEAWAY

You cannot solve what you have not honestly named.

4. The One-Step Plan

Participants complete: "Because I noticed _____, my next intentional step is _____. I will practice it when _____ and review it by _____."

TAKEAWAY

A plan does not have to fix everything. It gives intention somewhere practical to go.

5. Process the Win, Too

What went right—and why? Participants use the same 6 P's to understand an accomplishment, effective conversation, improved relationship, goal met, or pattern that is working. They identify what contributed, what deserves reinforcement, and what they want to repeat or build on.

TAKEAWAY

Success deserves reflection, learning, reinforcement, and celebration—not just a quick move to the next demand.

Workplace Scenario Lab: Challenge and Success

Practice is where insight becomes behavior. Participants apply all six P's to situations that feel familiar across workplace roles—including difficult moments and positive outcomes worth understanding and repeating.

Scenario	Workplace Moment
The Tense Exchange	A coworker, customer, or client enters the conversation frustrated and expects an immediate answer.
The Missed Deadline	A commitment was missed, others are affected, and the team needs clarity about what happens next.
The Handoff Gap	Important information was not communicated from one person, role, or team to another.
The Capacity Crunch	A team is short-staffed or overloaded, and the remaining employees absorb additional work.
The Team Disconnect	Two teams or leaders are operating with different information, priorities, or expectations.
The Meaningful Win	A team reaches a meaningful goal or handles a difficult season of work well. Participants identify the habits, support, communication, and decisions that contributed.
The Improved Pattern	A conversation, handoff, meeting, or team routine is working better than before. Participants identify what changed and how to reinforce it.

The Scenario Lab Questions

- Pause - What am I noticing right now?
- Pinpoint - What is really happening underneath this?
- Process - What am I feeling, assuming, or avoiding?
- Plan - What is my next honest step?
- Practice - What will I try differently next time?
- Progress - What progress can I name?

WORKPLACE CULTURE BENEFIT

Because the same six questions work across roles, the framework can become common language for self-reflection, coaching conversations, project debriefs, team handoffs, and manager check-ins.

The Person Behind the Role

Workplaces often see the role, title, output, attendance, and performance. They may not see what the person behind the role is carrying.

- A caregiving responsibility waiting at home.
- A financial conversation that happened before the workday.
- Grief or a major life transition.
- A health concern or sleepless night.
- Family responsibilities and competing demands.
- Uncertainty about work, home, or the future.
- The accumulation of difficult interactions or demands from earlier in the day.

WHOLE-PERSON LEARNING

Support the whole person, and you strengthen the employee, leader, and workplace.

From Pause to Progress™ does not ask an employer to solve an employee's personal life. It equips the employee with a practical process that can travel with them - into the meeting, the team conversation, the drive home, and the next day's decisions.

Why This Matters in Workplace Wellness

Workplace culture is shaped in human moments. When employees and leaders have a repeatable process for navigating what they carry, they are better equipped to choose how they show up for the next conversation, decision, opportunity, success, and challenge.

A WORKPLACE WELLNESS QUESTION

What changes when employees are given tools not only for what to do — but for how to move from knowing to doing under pressure?

THE KNOWING-DOING GAP

Employees and leaders often already know they should stay calm, communicate clearly, ask for help, clarify before assuming, follow through, and recover before the next interaction. Information alone, however, does not guarantee application under pressure. From Pause to Progress™ helps participants ask a different question: What is getting in the way of being able to follow through with what I already know? The 6 P's create a practical bridge from knowing to doing by helping employees slow the moment down, identify what is underneath it, and choose a next step they can actually practice.

INFORMATION DOES NOT EQUAL TRANSFORMATION

Understanding matters. Practice is what makes the learning usable when the real moment arrives.

Progress Beyond the Workday

Growth is not always a dramatic breakthrough or a number on a dashboard. Progress includes what improves after difficulty and what deserves reinforcement when things go well. It may be:

- The pause before answering a tense message or entering a difficult conversation.
- The clarifying question instead of the assumption.
- The respectful request for support before overload becomes frustration.
- The information shared during a clearer team handoff.
- The boundary stated without hostility.
- The decision to escalate an issue appropriately rather than carry it alone.
- The ability to recover after a difficult interaction instead of carrying it into the next one—and to recognize what worked after a successful one.
- Using feedback from a moment that did not go as intended to make a different choice the next time a similar situation appears.

FROM WORKSHOP TO WORKPLACE

Attendance is an activity, not an outcome. Whether an organization selects the two-hour overview or four-hour skill-building experience, the goal is not simply attendance; it is for participants to leave with language and tools they can return to when pressure shows up again.

Participants leave with a personal commitment, the 6P Reset framework, and a clear question they can reuse: “Which P am I in, and what is my next honest step?” Depending on the engagement, reinforcement can also include manager discussion prompts, a 7-day application bridge, a 30-day guided reflection series, or a follow-up conversation focused on application.

POTENTIAL ORGANIZATIONAL APPLICATIONS

- More intentional responses during workplace pressure
- Clearer communication across roles, teams, and levels
- Earlier recognition of overload before it spills into communication or team behavior
- Greater use of clarification instead of assumption
- A common language supervisors can reinforce in coaching and check-ins
- More intentional recovery after difficult interactions—and stronger reinforcement of what works
- Stronger transfer of learning from the workshop into daily behavior

Closing Commitment

ONE INTENTIONAL STEP

"One way I will move from Pause to Progress this week is..."

Each participant identifies one concrete action they can practice immediately.

When work and life show up...	Ask...
Pause	What am I noticing right now?
Pinpoint	What is really happening underneath this?
Process	What am I feeling, assuming, or avoiding?
Plan	What is my next honest step?
Practice	What will I try differently next time?
Progress	What progress can I name?

REMEMBER

You do not have to carry everything differently today. Choose one thing you are willing to carry with more awareness.

Program Fit & Delivery

Ideal For

- Employees across roles and levels
- Supervisors, managers, and emerging leaders
- HR, people, and workplace-wellness teams
- Cross-functional and customer-facing teams
- Onboarding and employee-development programs
- Leadership-development programs
- Teams navigating growth, change, or transition
- Organizations strengthening communication and culture
- Change-management and culture initiatives
- New-employee, staff-development, or employee-appreciation learning days
- Organizations seeking practical tools that support whole-person well-being and workplace culture

Customization Before Delivery

Before delivery, EMBRACE Your Journey can gather organization-specific context so examples and scenario practice reflect the environment participants actually work in. This may include participating roles, common pressure points, communication or handoff challenges, leadership priorities, change realities, and successful practices worth reinforcing. The framework stays. The application changes.

Recommended Group Format

Designed for in-person delivery and adaptable for virtual or hybrid teams. The experience works best when participants can reflect privately, discuss in pairs or small groups, and practice with realistic scenarios. Group size and room configuration can be tailored to the organization or team.

What the Organization Provides

- A protected two- or four-hour learning block, based on the selected experience
- Presentation space and standard A/V
- Seating that allows individual reflection and small-group conversation
- A point person for logistics and relevant organization-specific context

What EMBRACE Your Journey Provides

- Facilitated From Pause to Progress™ Workplace Wellness experience
- Participant learning materials

- 6P Reset Tool for post-workshop use
- Certificate of Completion for each participant
- Workplace scenarios and guided challenge-and-success application exercises
- Optional manager reinforcement and follow-up resources

PROFESSIONAL BOUNDARY

From Pause to Progress™ is an educational workplace learning experience. It complements—not replaces—clinical care, employee-assistance resources, HR, legal and compliance processes, organizational policy, coaching, medical care, and crisis or safety response. It does not require individuals to privately process systemic, policy, workload, or safety issues that belong to the organization.

Ways to Bring From Pause to Progress™ to Your Organization or Team

Delivery Option	Format and Application
60-, 90-, 120-, or 240-Minute Session	Choose a 60-minute introduction, 90-minute interactive workshop, Two-Hour 6 P's Overview, or Four-Hour Interactive Skill-Building Experience, with participant materials and the digital 6P Reset Tool.
Signature Experience	Four-Hour Interactive Skill-Building Experience with deeper reflection, scenario practice, branded participant workbook, desk-size 6P Reset Cards, and Certificate of Completion.
Team & Transition Options	Team development series, change-and-transition session, new-employee or onboarding session, or leadership session, with optional follow-up reinforcement resources.

A Simple Workplace Wellness Leadership Description

From Pause to Progress™ Workplace Wellness Edition is a flexible, interactive learning experience that gives employees and leaders a shared language for navigating pressure, communication, change, decisions, emotional overload, achievement, and the moments that shape workplace culture. Using the EMBRACE 6 P's of Personal Growth™ - Pause, Pinpoint, Process, Plan, Practice, and Progress - participants learn how to interrupt reaction, identify what is really happening, make space for what is true, and choose one intentional next step. The experience is practical, reflective, professionally bounded, and designed for immediate use across workplace roles and levels.

The One-Sentence Pitch

HEALTHIER WORKPLACE RESPONSES BEGIN WITH SUPPORTED PEOPLE

A practical, human-centered framework that helps employees and leaders move from pressure or success toward clarity, intentional response, learning, and progress.

About Jan Davidson

Jan Davidson is a speaker, author, trainer, and creator of the EMBRACE Model™. Her professional background includes extensive facilitation and leadership experience within the

Indiana Department of Correction, including serving as Facility Director of Addiction Recovery Services. Her work has centered on helping people understand behavior, navigate change, process difficult life experiences, and move from awareness into practical action. Through EMBRACE Your Journey, Jan brings that experience into workplace and organizational learning using practical, human-centered tools designed for real-life application.

About EMBRACE Your Journey

EMBRACE Your Journey creates practical learning experiences that help people navigate life's hills and valleys with greater awareness, intention, and forward movement. From Pause to Progress™ brings the EMBRACE Model's 6 P's into the workplace in a format designed for reflection, application, and shared language.

Progress, not perfection or performance.

Jan Davidson • Speaker • Author • Trainer • Creator of the EMBRACE Model™

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