

Tend to Yourself

WHAT THE TOP 10% OF HR PROFESSIONALS DO DIFFERENTLY



OPEN FORUM

"What's going on in your world right now?"

What's heavy. What's good. What's keeping you up at night.



SET THE STAGE

You take care of everyone else.

Who is taking care of you?

The most effective HR professionals are as intentional about their own professional health as they are about everyone else's.

That's not a luxury. That's what separates the top performers.



This hour belongs to you.



THE GARDEN

Think of your professional life as a garden.

*Some things you tend to directly.
Some things you can't control.*

*But a garden left untended doesn't
stay healthy for long —
no matter how good the seeds were.*

The top 10% understand this distinction.

The Elements You Control

The Soil

Your foundation. Core skills, knowledge, staying current. Neglect it and nothing grows well — no matter how much effort you put in elsewhere.

The Water

Consistent habits that sustain you. How you show up every day. The routines you protect even when things get busy.

The Fertilizer

Resources, community, peer networks, associations. You can grow without it — but not to your full potential.

The Pruning

Cutting what drains you — intentionally. The hardest part of tending a garden isn't watering. It's deciding what to cut.

W H A T Y O U C A N ' T C O N T R O L

The Weather Always Changes.

You can't stop it. But a well-tended garden bends without breaking — because the roots hold.

The Sun

Community, energy, recognition. You can position yourself to receive more of it.

The Rain

Change — expected and unexpected. Restructures, AI, leadership shifts. Your roots determine whether you hold.

The Wind

External forces. Legislation, market shifts. Invisible until you feel them.

The Clouds

Hard seasons. Burnout. They pass. Bank enough sun to get through them.

***The roots hold
because you
did the work
before the storm.***

ROUNDTABLE REFLECTION

Which element of your garden needs the most attention right now?



Soil



Water



Fertilizer



Pruning



Sun



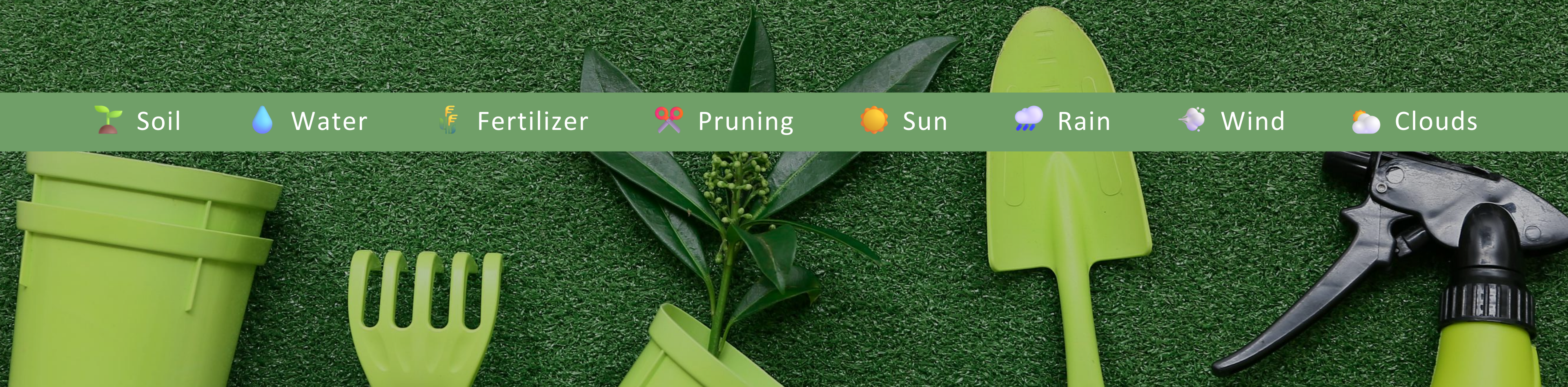
Rain



Wind



Clouds



YOUR SELF-ASSESSMENT

The Honest Look

*This isn't a performance review.
Nobody sees this but you.*

Rate each dimension:

Thriving · Maintaining · Struggling



Soil

Am I actively growing or just maintaining?



Water

Do I have habits that sustainably support me?



Fertilizer

Am I using the resources available to me?



Pruning

Is there something I need to cut right now?



Sun

Do I have enough energy and community coming in?



Clouds

What is blocking my light right now?

Turn to someone next to you.

Share one dimension where you're thriving.

What got you there?

Share one dimension where you know you need to do better.

You don't have to explain why.

What patterns are we seeing?

Where are most of us?

WHAT THE TOP 10% DO DIFFERENTLY

They tend their garden on purpose.



They treat their soil as non-negotiable.

Skills and knowledge don't maintain themselves.



They know where their fertilizer comes from.

And they show up for it consistently — without guilt.



They prune without apology.

They protect their energy because they know it is finite.



They position themselves toward the sun.

Community, energy, people who fill them up rather than drain them.



When the rain comes, their roots hold.

Because they did the work before the storm arrived.



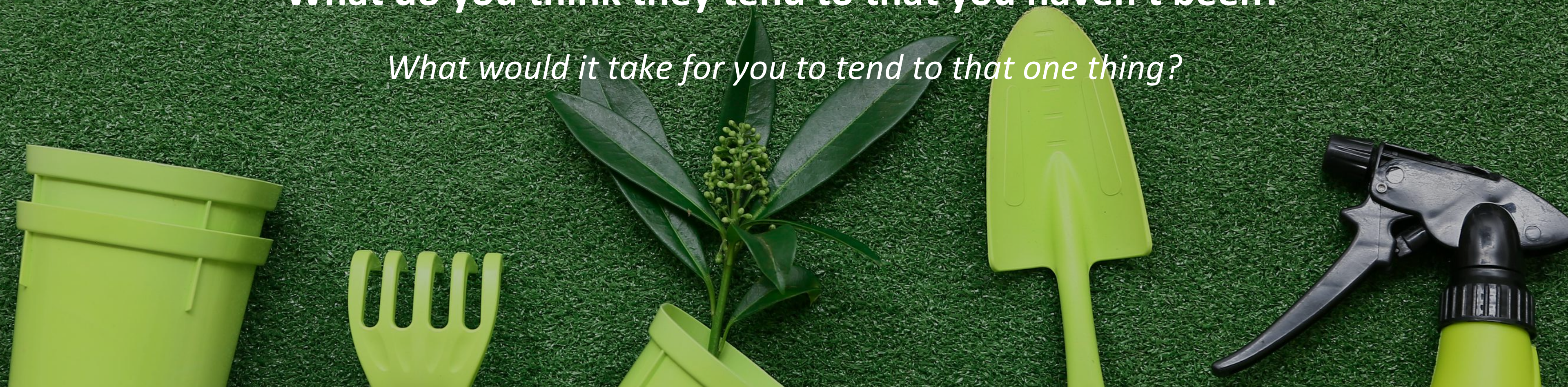
ROUNDTABLE REFLECTION

Think about an HR professional you admire.

*Someone who handles this work with
energy and clarity over time.*

What do you think they tend to that you haven't been?

What would it take for you to tend to that one thing?



YOUR COMMITMENT

A promise to yourself.

*Not a goal. Not a resolution.
Something specific enough to keep —
and meaningful enough to matter.*

- The element of my garden that most needs tending:
- The specific action I am committing to:
- I will do this by:
- The person I am telling is:



***"Say it out loud.
Let someone
witness it."***

Accountability changes everything.

Tend Your Garden.

*The people who need you are counting on
the version of you that does.*

