



Disrupting the Status Quo

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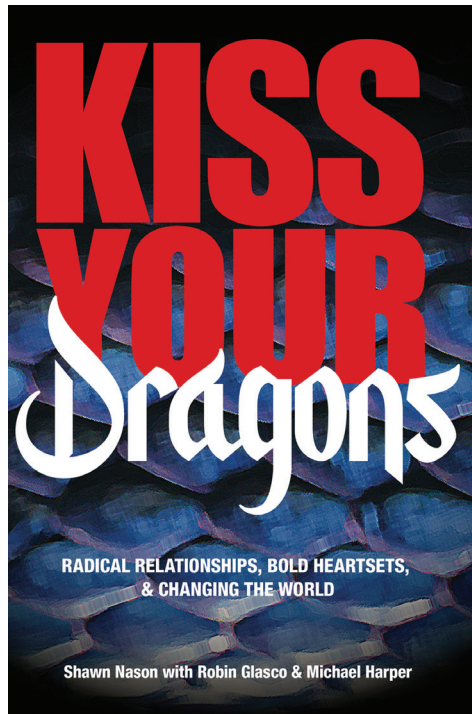
SHAWN NASON

**KISS
YOUR
Dragons**

DISCUSSION GUIDE



About the Book



What do dragons have to do with business?

According to Shawn Nason, Robin Glasco, and Michael Harper, dragons belong in our daily work lives. In fact, they can be wonderful companions, even partners to travel with us on our career paths where challenges and dangers often prevent us from becoming our best selves.

In this most unique book, you get to take a journey with three exceptional souls (Shawn, Robin, and Michael) on a rich and raucous expedition as they open their hearts and speak their truth to assist you in looking at your workplace with new eyes. As the reader, you join the trio on a trip that embraces dragon lore, tales, and metaphors that make the journey exciting and illuminating.

Throughout this book, you are invited into a lively discussion that feels like a cozy fireside chat as the trio uses their radical relationships to challenge you to think differently about the way you work and live.

The result? You will walk away with a newfound sense of self and a deeper commitment to live a life that includes a special dragon or two that may well become your new best friend.

Meet the Authors



Shawn Nason



Robin Glasco



Michael Harper

Facilitator's Guide

As you've discovered, *Kiss Your Dragons* is not an ordinary business book. Instead, it's more like a deep conversation among three friends and colleagues as they recount a shared journey. And it's designed to spark more conversations among other friends and colleagues who read it.

That's where you come in. We've created this facilitator's guide to help you lead discussions on each chapter in the book. Through the activities in this guide—and with your gentle nudging—readers will go deeper into the lessons in the book and become better versions of themselves.

Structure

- For each chapter in *Kiss Your Dragons*, you'll find three components:
 - **Ignite:** a fun icebreaker activity that's somewhat related to the chapter
 - **Engage:** three sets of questions designed to help participants wrestle with the chapter's content
 - **Soar:** a question that challenges participants to commit to putting what they've learned into action
- Plan one session of about 45 minutes per chapter (more or less depending on the group size).
- Get all the sessions on everyone's calendar at the start—or at least schedule the next session before the current one ends.
- Strongly encourage participants to read each chapter ahead of time; many of the questions refer to specific content.

Facilitation Tips

- Strive to involve everyone in the conversation, but don't necessarily go around the circle and call on people.
 - If a person is oversharing, say something like, "Bill, that's a great point. Jin, what's your take on what Bill said?"
 - If a person seems to be holding back, say, "Tameka, it looks like you're wanting to jump in here." (This lets them choose whether to jump in.)
- Be OK with both shallow and deep responses; this is definitely a "challenge by choice" activity.
- Especially with the Ignite section, it may be helpful for you to go first to set an example.
- Don't spend too much time on the Ignite section; remember that it's just an icebreaker. You may want to set a five-minute timer.
- Don't rush through the Engage section just so you can get to all the questions; let the conversation flow naturally.
- If the conversation gets off track, suggest circling back to the off-topic comments at the end of the session.
- Be sure to save time for the Soar section; moving people from words to actions is the goal here.

Chapter 1: Join Us on a Journey



Ignite

- Describe your most epic journey.



Engage

- This chapter describes a mindset as “the established set of attitudes held by someone.” What mindsets do you hold? How do they drive your behavior or hold you back?
- This chapter describes a heartset as “acknowledging our heart’s many truths that enable us to live a more positive, courageous life.” What heartsets do you hold? How do they contribute to your personal success and wellbeing?
- This chapter introduces Shawn, Robin, and Michael. Which of them seems most like you? Why? Which of them seems the most alien to you? Why? What can you learn from that person?



Soar

- Describe where you want to go next on your life’s journey.

Chapter 2: Let’s Talk about Dragons



Ignite

- Describe the scariest creature, real or imagined, you’ve ever encountered.



Engage

- This chapter lists eight key elements of a more authentic, courageous life. Which of them do you have an abundance of? Which of them do you struggle with? What changes would you make to the list?
- Michael talks about active listening on steroids. How can you really hear what another person (or your own mind and heart) is telling you? What barriers stand in your way?
- Shawn and Robin share a story of when Robin decided to overcome her fears and quit an unfulfilling job. What fears do you need to overcome? Who in your life can help you overcome them, or who can you offer counsel to?



Soar

- Describe a leap of faith you need to take to get to where you want to be.

Chapter 3: Getting Radical



Ignite

- Describe the most unusual friend you've ever had.



Engage

- Shawn says, "I don't believe there has to be a purpose in a radical relationship." Why are we so often focused on agendas and outcomes in our relationships?
- In Michael's Puerto Rico story, he asks, "Why do I always focus on what I don't have instead of paying attention to the opportunities in front of me?" In what ways does Michael's statement resonate or not resonate with you? How might you change your perspective?
- This chapter argues that it's OK to blur the lines between personal and professional relationships. What's your reaction to that statement? How have you seen that work in your own life?



Soar

- Name one step you could take to form a new radical relationship.

Chapter 4: Falling in Love with the Problem and Kissing Your Dragons



Ignite

- Fight, flight, or freeze: what's your go-to response and why?



Engage

- This chapter argues that we're solution-focused creatures who are too quick to jump to solutions instead of identifying problems. When have you experienced this in your personal or business life? Were you able to refocus on the problem?
- Shawn says tackling big problems is risky but worth it. How might you learn to do that anyway instead of settling for tackling little problems that are ultimately meaningless?
- Review the section about Arianna Huffington. What dragons has she kissed? What can you learn from her example?



Soar

- Name a dragon in your life you need to kiss.

Chapter 5: Radical Relationships and Finding Your Dragon Swarm



Ignite

- Describe the all-time favorite team you've been on.



Engage

- This chapter describes a 30-year business friendship where one friend had never shared about her family. Have you had similar experiences? How might you break through barriers that keep you from bringing your whole self to your relationships? How might you create space for your coworkers to do the same?
- Michael says, "There's a saying that if you want to go fast, go alone. But if you want to go far, go together. That's your swarm." Who's in your swarm? Who's helping you soar?
- Shawn discusses how being stuck on a plane with someone you disagree with is actually a good thing. What can you learn from this example? How have you worked through disagreements with people in your swarm?



Soar

- List three steps you could take to expand your swarm.

Chapter 6: A Bias Toward Action and Unleashing Your Inner Fire



Ignite

- Describe the most impulsive action you've ever taken.



Engage

- Shawn describes starting a podcast from scratch and having two seasons in the can in 21 days. Did that story inspire you or scare the crap out of you? Why did you react that way? What lessons can you draw from that story?
- Michael talks about the 20-Minute Bat Signal rule. How long do you flounder on projects before calling for help? Why do you wait that long? Who do you call when you need help?
- This chapter describes Annette Logan-Parker's journey to creating an innovative nonprofit organization, Cure 4 the Kids. How did Annette show a bias toward action? How did she unleash her inner fire? What do you take away from her story?



Soar

- Name one way you will stoke your inner fire this week.

Chapter 7: Show, Don't Tell and Being the Dragon



Ignite

- Tell a story without words, using only your face and hands.



Engage

- Robin describes the power of prototypes to create better surgical instruments. What solutions are you thinking about that could benefit from prototypes? How might you create them?
- This chapter describes Jason Arasheben's tradition-busting approach to the jewelry industry. How does he show not tell what he's all about?
- Shawn describes sitting down next to a CEO at a board meeting and introducing himself as Papa Smurf. What does that story say about how Shawn embraces being the dragon? What can you learn from it?



Soar

- Acknowledge a hidden aspect of your life you could reveal to someone this week.

Chapter 8: The Big Three and Soaring with Your Dragons



Ignite

- Name one rule, written or unwritten, that you would love to break.



Engage

- This chapter introduces the Big Three. Which of these tenets is the easiest for you to follow? Which is the hardest? Why?
- Robin talks about the unwritten rules that often hold us back. How did you react to her saying we need to break such rules? What unwritten rules are holding you back? What would happen if you broke them?
- Michael acknowledges that the risk of getting apprehended comes with the disruption territory. Name a time when you've been apprehended in your disruption journey (or seen someone else be apprehended).



Soar

- You've reached the end of your dragon journey (or is it the beginning?). Describe where your journey will take you in the months ahead.

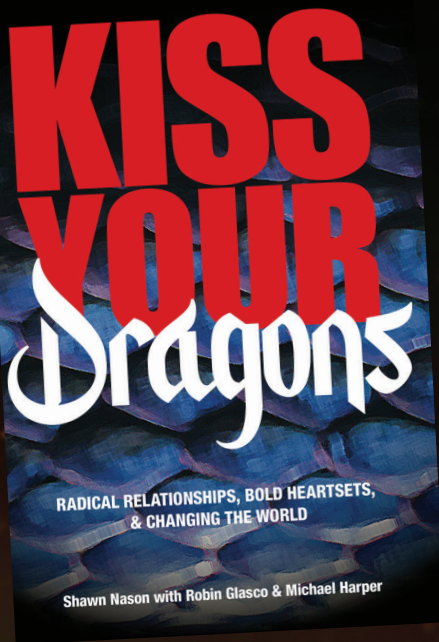


SHAWN NASON

KISS YOUR *Dragons*

Book Available Now on Amazon

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If you're getting burned out instead of fired up, if you're running from challenges instead of embracing them, **it's time to discover how to soar.**

