

September 2024

Letter from the Executive Director

Creating Mentorship Teams, by matching each Future Leader with a Mentor for the 12-month Future Leaders Academy mentorship, is a particularly happy (magical, joyful, intriguing) aspect of my role as executive director each spring.

Each fall we highlight the Future Leaders Academy's incredible Mentorship Teams in our newsletter to showcase the extraordinary people who make the think2perform Research Institute community and our world just a little bit brighter every day.

This month, Lily and Elena share beyond-their-years wisdom in clear, insightful, and seemingly effortless ways made possible by thoughtful reflection on who they are and how they want to be in the world. Growth, change and commitment to self and others reverberate through their words.

At the start of each month of the mentorship, we share a mentorship prompt to spark conversation between Mentorship Team members. Each month's prompt emphasizes a key concept of successful, emotionally intelligent leadership.

Being still early in the 12-month mentorship cycle, a recent mentorship prompt cited Katy Milkman's book *How to Change* and asked Future Leaders and Mentors to discuss how they typically go about achieving goals that are aligned with their values. Do they use "commitment devices"?

Naturally, asking others to discuss these questions gives me reason to pause, too: Do I use commitment devices? I do, mostly, and I think I'm quite aware of my diversion tactics too (I, for example, have a longstanding and quite rationale commitment to *pain au chocolat*), but when it comes to committing to my values of creativity, diversity, education, integrity, and health, I strive daily to do that work through a series of habits large and small that I reflect on and renew.

Do you use commitment devices? What especially works well for you? Have the rewards or incentives you use for goal achievement changed over time?

I personally love that in the nonprofit world this summer a set of 10 key phrases for setting boundaries, created by Maria Rio, is getting a lot of attention. One of the key phrases reads: "That doesn't align with my values." Rio goes on to explain that committing to your values has many rewards, including the ability to sleep well at night and maintain one's self-respect. Talk about multiplier effects!

As we begin this month of September, we extend every good wish for values-informed decision-making and growth to Lily, Elena, and to all of our Future Leaders and Mentors past and present as we start an exciting new academic year.

Onward, with humility and action.

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