



THINK SMARTER  LEAD BETTER


Illinois Venture Capital Association

*Authentic, Strategically
How To Be Authentic At Work,
Especially in Uncertain Times*

Presentation Handout

Dr. Arin N. Reeves



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What is "authenticity"? It is a choice in identity expression.

- Which of my identities are visible to people? Which are invisible unless I reveal them?
- Which of my identities are unchangeable? Which are changeable?
- Which of my identities are rooted in DNA? Which are inherited? Which are chosen?



Self Reflection & Dialogue

- What are the roles in my life in which an important identity is the majority? Are there any roles in my life in which an important identity is the minority?
- Are there any important points during my professional journey in which I reported to someone who was a different identity than me?
- Are there any important points during my personal life in which I had to reconcile with someone who was a different identity than me?
- Are there any important moments during my career or in my current workplace in which I had to understand the anger of someone who had a different identity than me?
- Are there any insights from these reflections that surprise me?



Dr. Arin N. Reeves

A leading researcher, author, and advisor in the fields of leadership and inclusion, Arin studied business at DePaul University's College of Commerce, attended law school at University of Southern California, and received her Ph.D. in Sociology from Northwestern University.

Arin is a best-selling author of four books - *In Charge* (2022), *Smarter Than A Lie* (2019), *One Size Never Fits All* (2014), and *The Next IQ* (2012).

Arin has designed and led several comprehensive research projects on leadership and inclusion in various topics related to diversity, inclusion, and equity. Before Nextions, Arin practiced law for several years and served as an Adjunct Professor at Northwestern University where she taught classes on law and society.