

GLOW UP

EPISODE 5: PEARLS

For discussion in your teams or for your own personal reflection.

1. According to the Merriam Webster dictionary, a glow up is:
A striking transformation in a person’s appearance; a makeover, a coming-of-age.

Glow-up is an informal term for a (perceived) dramatic positive change in someone or something’s physical appearance. The related verb, to *glow up*, refers to undergoing or causing such a change.

The exact roots of *glow-up* are unclear. It appears to originate as a play on *grow up* (“mature”) and *glow* (“to be radiant”) or *glory* (“renown”), modeled on such formations as *blowup*.

How does your leadership need to change?

- a. How does it/you need to ‘mature’?

- b. What does ‘radiant’ leadership look like for you?

c. What is the 'renown' or the 'legacy' that a glow up in your leadership would leave?

2. If you split up an average day, how much time would you spend on your 'internal glow up'? If you spent deliberate time, what would you be thinking about in that time?

3. Physical glow ups are sometimes easier to see than internal ones. Looking back over the eras of your leadership, where can you see an internal glow up? This may be:

- Evidence of maturity
- Evidence of confidence
- Evidence of making a tough change
- The time when you started to believe in yourself
- The time when your internal glow up helped others glow up too.

4. If you could give your team an overnight leadership 'glow up' and the people in it came back transformed, what would have changed? What would you see?



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