



Human Optimization

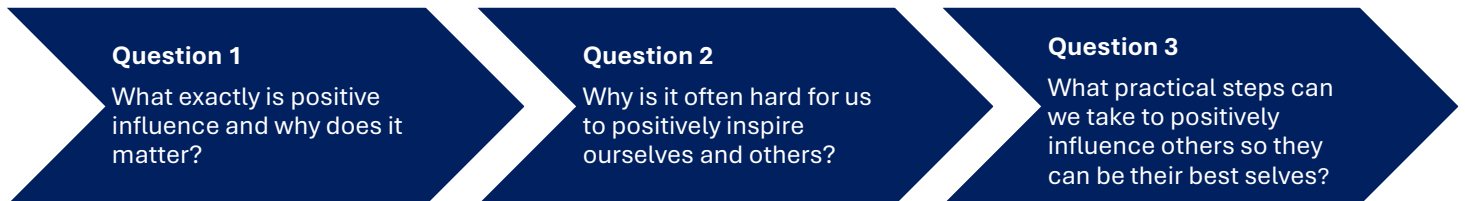
Pod Club Discussion Questions



E31 The Art & Science of Positive Influence: Practical Steps for Inspiring Yourself and Others

Guest: Roshanak (Roshy) Didehban, FACHE, Chief Administrative Officer | Mayo Clinic – Arizona, Interim Chief Information Officer – Mayo Clinic

The three big questions explored in the podcast:



Discussion Questions:

1. Roshy Didehban defines influence as "the ability to shape thought, shape behavior, and shape direction... through trust, inspiration, and credibility," rather than control or authority. How does this definition align with or challenge your previous understanding of influence?
2. The podcast emphasizes that positive influence is rooted in intention and may not always feel "warm and fuzzy" in the moment. Positive influence sometimes requires uncomfortable feedback. Think about a time when you had to deliver or receive "tough medicine" that ultimately led to positive influence or growth and discuss as a pod club!
3. Roshy shares her personal journey of learning to lead without "leaving bodies in her wake" and embracing risk over perfection. What personal experiences or feedback have most shaped your approach to influencing others? How has your approach changed over time?
4. The discussion highlights that influence is not tied to title or hierarchy, and that "anytime there's more than one person gathered, there's influence happening in all directions." How might you exert positive influence in your daily interactions, regardless of your formal position? Think of one step you can take this week to do so.
5. The concept of "dissonance" (when words and actions don't align) is identified as a major killer of influence. How might you ask for another person's perspective on your consistency? Do your words and actions align?
6. Roshy stresses the importance of emotional intelligence, particularly self-awareness and understanding others, as foundational for effective influence. How do you currently check in with

your own emotional state before engaging in influential conversations? This week, seek to understand the other person's perspective in at least one conversation.

7. The podcast offers several small, actionable behaviors to increase positive influence, such as using people's names, being consistent, pausing in discussions, acknowledging effort, and following through. Which of these "small behaviors" do you feel you could most easily integrate into your routine this week?
8. The call to action in this episode encourages listeners to reflect on their intention for influencing others (altruistic vs. selfish). This week, examine your motives before trying to influence someone. Take a few moments to write down your self-reflection about leadership and relationships.
9. Based on this episode, what is one small change you are going to make to help improve in this area. How are you going to keep yourself accountable to that and measure your success? (Be sure to keep it simple, start small, and make it very clear).