

"I am part of a long line of people who have admired Stacey for a long time. Read this book, and you will understand why."

—WES MOORE, bestselling author of *The Other Wes Moore* and *The Work*, CEO, Robin Hood

# Minority Leader

HOW TO LEAD FROM THE OUTSIDE  
AND MAKE REAL CHANGE



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**STACEY ABRAMS**

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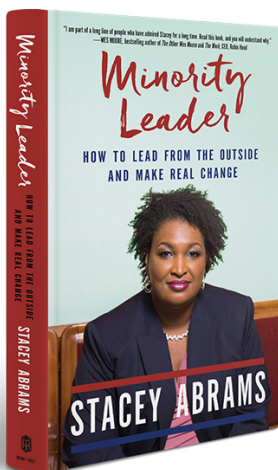
# EXERCISES FROM

# Minority Leader

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STACEY ABRAMS

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If you have downloaded these exercises and would like to order a copy of *Minority Leader*, please use the links below or contact your favorite bookstore.

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## AMBITION EXERCISE

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We tend to measure our passions by their likelihood of success, not the joy and excitement they bring. Use this exercise to reveal if you are being honest about what your ambitions truly are.

You can find this and all the exercises in this book online at [minorityleaderbook.com/exercises.pdf](http://minorityleaderbook.com/exercises.pdf). I encourage you to download the sheets and fill them out. It will make a world of difference.

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What would you do if you had unlimited money?

If you could do any five things for the rest of your life, what would they be?

- 1.
- 2.
- 3.
- 4.
- 5.

What else would you ask for?

Rank your top five activities from most appealing to least appealing.

Rank activities	Most appealing qualities	Least appealing qualities
1.		
2.		
3.		
4.		
5.		

Would you swap out anything from the “what else” list for what you wrote as your top five activities? Why or why not?

## FIGHTING FEAR AND OTHERNESS

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To confront our fears, we need to dive into how we think about ourselves and our interactions.

Why I'm Awesome (Best Traits)	Examples of Trait in Action	Why I Admire This Trait

Why I'm Less Awesome (Worst Traits)	Examples of Trait in Action	Why I Dislike This Trait

What Others Say (Best Traits)	Examples of Trait in Action	Why They Admire This Trait

What Others Say (Worst Traits)	Examples of Trait in Action	Why They Dislike This Trait

### Going Deeper

What are your core values?

What do you do for fun and why?

How do you make choices?

Who do you most admire and why?

Who do you most dislike and why?

What is your personal mantra? If you don't have one, make one up.

## SWOT ANALYSIS: STRENGTHS, WEAKNESSES, OPPORTUNITIES, AND THREATS

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This exercise will help you identify your personal strengths and weaknesses as well as focusing your attention on opportunities and threats to your development. The SWOT analysis can be performed using a variety of lenses, from noting external opportunities and threats in your professional life to those in personal relationships.

<p><b>Strengths</b> What are you best at in this environment? What are your finest attributes?</p>	<p><b>Weaknesses</b> What are your areas of growth? What causes you worry about yourself?</p>
<p><b>Opportunities</b> What actions can you take to improve your environment?</p>	<p><b>Threats</b> What could impede your progress or cause you harm in this endeavor?</p>



## BUILD AND EVALUATE YOUR BOARD OF ADVISERS

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Understanding who you have in your corner can help you figure out who's missing.

- **Sponsor:** You have a cordial relationship but not a deep one. Speaks up for you and can open doors.
- **Adviser:** You have a more complex relationship. Offers more consistent advice and is engaged in your long-term plans.
- **Situational:** You know each other, but the core connection is the person's subject-matter expertise.
- **Peer:** Similar to you in age or position. Can offer insights and help game out situations.

Name	Type of Adviser	Area of Expertise

## MONEY MATTERS RESOURCES

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Taking control of your finances is a fundamental skill. Check out the resources below to get started.

### Personal Finances

- <https://twocents.lifehacker.com/the-most-common-money-mistakes-people-make-at-every-age-1657120724> (self-explanatory)
- <https://www.smartaboutmoney.org> (has great tools and quizzes to understand your money habits)
- <https://www.mymoneycoach.ca> (excellent blog posts about specific issues like couples managing money and family obligations)
- <https://grow.acorns.com> (thoughtful information about how to take what you have and stretch it farther)
- *Personal Finance for Dummies* by Eric Tyson (don't be offended by the title—wonderful tutorial and easy-to-follow information)
- *The Only Investment Guide You'll Ever Need* by Andrew Tobias (not an exaggeration)

### Financial Fluency

- <https://www.sec.gov/reportspubs/investor-publications/investorpubsbegfinstmtguidehtm.html>

- *Reading Financial Reports for Dummies* by Lita Epstein (I really like the Dummies line of books)
- <http://nonprofitinformation.com/understanding-nonprofit-financial-statements> (quick and easy summary of nonprofit financial information)
- *Nonprofit Kit for Dummies* by Stan Hutton and Frances N. Phillips (deeper dive, but you don't need to go to three years of law school like I did)

### Fund-raising 101

- <https://www.ndi.org/sites/default/files/Making%20the%20Dough%20Rise.pdf> (based on EMILY's List training, which is worth signing up for if your politics line up with the organization's politics)
- <http://grantspace.org/tools/knowledge-base/Funding-Research/Training/fundraising-training> (the Foundation Center offers fund-raising training for nonprofit leaders in almost every state)
- *Raising Capital: Get the Money You Need to Grow Your Business* by Andrew J. Sherman (a solid guide)

## TRYING AGAIN

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**Making the Most of Mistakes.** List three times you have taken risks in your personal life, work life, or community life. What were the consequences? How did you feel immediately afterward? How do you feel now? Would you do it again?

- 1.
- 2.
- 3.

**Know That You Don't Know (and Admit It).** Note times you have been tempted to pretend you know the answer.

- Why did you feel that you should?
- How did you handle the question? What happens when you say you do not know?
- What happens if you pretend you do know?

**Ignorance Is Bliss but Knowledge Is Better.** Pick an area you wish you understood more about in your job, in your organization, or in your personal life.

- Who can you ask to explain the subject to you?
- How does it feel to ask for help? What have you learned about yourself by learning this subject?

**Accept Being Wrong and Give Credit for Being Right.** Identify an experience when someone took the credit for the work you did. Now, identify a time when you blamed someone else for a failure.

- How could you live that moment differently?
- Pay attention this week to opportunities to give credit and take responsibility. If you approach these opportunities consciously, will you act differently?

## POWER MAPPING

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In personal power maps (unlike the social change versions), the issues are directly related to your goals. However, the process is generally the same.

1. **Identify your problem or goal:** What are you trying to accomplish? Be as specific as possible but clear and to the point.  
Example: I would like to change careers from banking to running an animal shelter.
2. **Identify the key decision makers related to that goal—by title or position:** Who can help you? Who can stop you? Who should be part of the process?
  - Help: The head of the local animal shelter; the volunteer coordinator I work with every week at the shelter; my friend who works with the city's animal control unit.
  - Stop: The head of the local animal shelter; my boss, who would like me to stay in my position; my spouse, who is worried about the loss of income; other financial obligations.
  - Part of the process: My spouse; my kids; my friend Taylor who wants to work with me eventually.
3. **Map the relationships:** If you have a relationship with the person, identify how close you are and if you can directly contact him or her.

- a. If you do not have a relationship, think about who in your circle may know the person.
  - b. If you don't know anyone or don't have a connection, determine if you can find contact information.
4. **Reach out to targets:** Make contact with your targets. Discuss your problem and solicit advice or concerns. Carefully note what you learn. If you need to, engage others in your relationship map to ask on your behalf.
5. **Make your plan:** Collect your feedback and revise your names from step 1. Determine if you can sway anyone opposed or if you actually require the support. Then set out your action steps for how to move forward and what your asks will be.



## PUTTING FIRST THINGS FIRST

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To win at Work-Life Jenga, identify the priorities and concerns where you intend to focus your energy.

1. Imagine you are a reporter for the community newspaper. You have the job of creating headlines for the paper, and your life is the topic. Headlines should be no more than ten to fifteen words long and should give the reader a good sense of what the story would be about.

- A. Write the newspaper headline about you in three to five years.

Personally:

Professionally:

In the Community:

- B. Write the newspaper headline about you in seven to ten years.

Personally:

Professionally:

In the Community:

2. Write the title of your keynote address to the senior class of your high school in twenty-five years.

3. You've been awarded a Nobel Prize. What field? For what achievement?
4. You have solved one major crisis (in your family, in your field, in your community, in the world). What was it? How did you do it?
5. What would you do if you had two more useful hours in the day?

## STACEY'S AMBITION SPREADSHEET

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Use this tool to remind you why you want what you want and what you need to get there.

Ambition: \_\_\_\_\_

GOAL (what do you want?)	RATIONALE (why do you want it?)	STRATEGIES (what should you do?)	RESOURCES (whose help do you need . . . and what help do you need?)	TIMELINE (when should each step be done?)