



Xapa Curriculum Overview

August 2025

Delivered through modular, measurable experiences that help your people build better habits, organizations build stronger teams, and leave a lasting impact.

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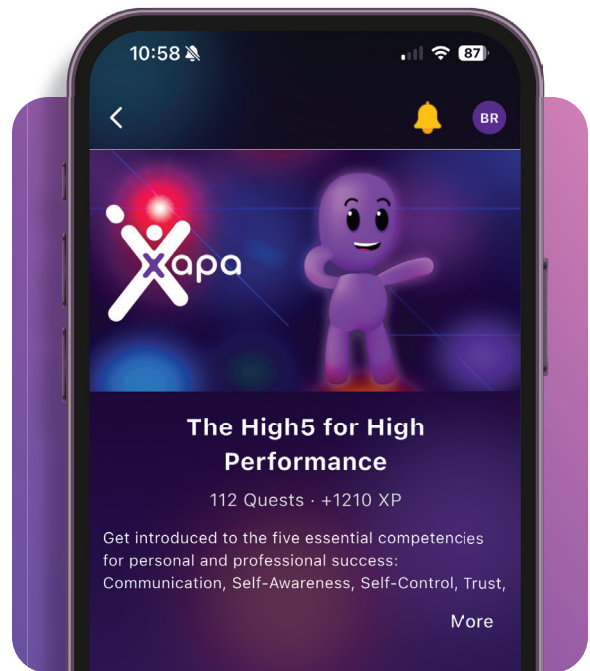


The High5 for High Performance

Get introduced to the five essential competencies for personal and professional success:

Communication, Self-Awareness, Self-Control, Trust, and Self-Care. These foundational competencies work together to help you build stronger relationships, make better decisions, and navigate workplace challenges with confidence.

Through engaging, practical learning experiences, you'll develop the core capabilities that drive both individual excellence and team success.



01 Communication

Communication Styles

Ever feel like you're speaking a different language than others? Discover your unique communication style and unlock the secret to connecting with anyone—whether they're a Driver, Influencer, Stabilizer, or Deliberator.

Through this Xperience, you'll develop crucial skills for workplace success. Start by recognizing your own communication strengths and areas for growth, while gaining deep insight into others' styles to foster understanding and empathy. Learn effective interaction techniques for each style, from engaging assertive Drivers to collaborating with Influencers, supporting Stabilizers, and reasoning with Deliberators.

You'll learn to analyze interactions to identify and bridge communication gaps, while developing tailored strategies to address misunderstandings across different styles. As you progress, discover how to improve team collaboration by aligning communication with team dynamics, ultimately creating impactful connections that resonate with different values and intentions. Walk away with actionable strategies for inclusive communication that strengthens relationships and builds trust.

Learning Quests:

- Intro to Communication Styles
- Drivers
- Influencers
- Stabilizers
- Deliberators
- Around the Comms Wheel

Story Quests:

- Planning With Prickle
- Pitching to Polly
- Querying Quip
- Depending on Debra
- Going' Round the Comms Wheel

Work Styles

Get to know your Work Style—and how to thrive with others who do things totally differently.

Are you a fast-moving Doer, a visionary Seer, a methodical Thinker, or a harmony-driven Feeler? This Xperience helps you identify your own work style and decode the styles of others—so you can work smarter, reduce friction, and build stronger teams. With humor, insights, and practical tools, you'll learn how to communicate across styles, play to each person's strengths, and turn workplace tension into true collaboration.

Levels of Listening

Want to know the secret to deeper connections and stronger relationships? Discover the art of listening and transform the way you communicate.

This Xperiences teaches individuals to improve their communication skills by discovering the five distinct levels of listening. From recognizing when you're not truly listening (Closed Listening) to achieving deeper connection through empathetic understanding (Heart and Open Listening), these quests provide practical insights and exercises to cultivate better listening habits.

Each level highlights specific challenges, such as distractions, self-focus, and emotional cues, guiding participants through scenarios where they can practice attentive listening, emotional intelligence, and effective conflict resolution. By advancing through the levels, participants learn to not only hear words but truly understand the underlying emotions and values, enhancing both personal and professional relationships.

Making Agreements that Stick

Ever wonder why some agreements fall apart while others flourish? Discover the art of making and keeping commitments that build trust, clarity, and stronger relationships.

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Learning Quests:

- The Five Levels of Listening
- Level One: Closed Listening
- Level Two: Head Listening
- Level Three: Ears-Only Listening
- Level Four: Heart Listening
- Level Five: Open Listening

Learning Quests:

- The Five Levels of Agreement
- The Agreement Tango
- The Five Levels of Disagreement

02 Self-Awareness

Intro to Self-Awareness

Think you know yourself? Think again. Unlock the power of self-awareness to crush blind spots, deepen connections, and own your potential like never before.

Through engaging, practical insights, you'll discover the key aspects of self-awareness and how they show up in your life. By recognizing your emotions, thoughts, and behaviors—and how they affect you—you'll develop a clearer understanding of yourself and others. Learn to distinguish between objective awareness (how you appear to others) and self-awareness (your inner landscape), while gaining tools to expand both. This foundational Xperience sets the stage for deeper personal growth and more authentic relationships in all areas of life.

Your Internal Saboteurs

Your mind has a cast of characters trying a little too hard to protect you—but what if you could turn them into your secret weapons? Unlock the power to transform their over-the-top tactics into tools for your success!

Through this Xperience, you'll meet the recurring cast of characters in your mind that try to "protect" you through self-doubt, perfectionism, people-pleasing, and more. You'll learn to recognize when these Saboteurs are at work, understand their well-meaning but often unhelpful tactics, and develop strategies to refocus their energy into growth opportunities. By understanding these inner voices—from the Inner Critic to the Avoider—you'll gain tools to transform their protective instincts into productive actions that serve rather than hinder your success.

The Power of Empathy

Unlock the power of empathy to build deeper connections, communicate with clarity, and balance understanding others' emotions with protecting your own boundaries.

Empathy is more than just "feeling what others feel." In this Xperience, you'll uncover the many layers of empathy, from the thoughtful precision of Cognitive Empathy to the heartfelt depth of Emotional Empathy. Learn how to harness these skills to strengthen relationships, build trust, and become a better communicator at work and in life. You'll also explore the potential pitfalls of too much empathy. From Empathy Overload (hello, compassion fatigue) to losing objectivity or unintentionally enabling instead of empowering, this Xperience will teach you how to set boundaries without losing your connection to others.

Learning Quests:

- What is Self-Awareness?
- The Johari Window
- Applying The Johari Window to Self-Improvement
- Applying The Johari Window to Team Collaboration

Learning Quests:

- Meet the Saboteurs
- The Inner Critic
- The Pessimist
- The Churner
- The Pleaser
- The Control Freak
- The Distractor
- The Avoider
- The Victim
- The Absolutist
- The Perfectionist

Learning Quests:

- What is Empathy?
- Cognitive Empathy
- Emotional and Somatic Empathy
- Compassionate Empathy
- The Inner Game of Empathy
- The Outer Game of Empathy
- Empathy at Work
- Too Much Empathy?

03 Self-Control

Bounce Forward

Forget bouncing back. It's time to bounce forward—past adversity, into growth, and toward a better, bolder, more fulfilling future.

There's a lot of talk about how to bounce back from adversity...but what if that's moving in the wrong direction? Instead of getting back to where we started, we could "bounce forward" and use adversity as an opportunity for growth. Bouncing forward is a springboard to evolve into a stronger, wiser, happier, more adaptable and more successful person. Forget the mindset that setbacks are failures—they're just temporary disruptions that show we're not where we want to be...yet. Bouncing forward catapults us past adversity and into a new and different future, where your success might be greater than you'd previously imagined.

Goals and Priorities

Unlock a powerful productivity toolkit that helps you set SMART goals, break down tasks, prioritize like a pro, and tackle distractions.

This Xperience provides a comprehensive toolkit for enhancing productivity and managing time effectively. It introduces strategies for setting clear, actionable objectives, breaking down large goals into manageable steps to avoid overwhelm, and applying frameworks to evaluate and rank tasks by their purpose, outcomes, and feasibility. Learners will also explore techniques for categorizing tasks by urgency and importance to focus on what truly matters, as well as methods for minimizing distractions through proactive planning, setting boundaries, and silencing digital noise. These approaches work together to equip learners with the skills to structure their priorities, stay focused, and achieve meaningful progress in both personal and professional contexts.

Time Management

Discover how managing your time effectively unlocks more freedom, productivity, and balance every day.

In this Xperience, you'll gain practical tools to analyze and optimize your schedule, create boundaries around your most productive hours, and prioritize tasks that align with your goals. This experience covers everything from single-tasking for better focus to avoiding the trap of toxic productivity, ensuring you stay energized and engaged without burning out. With guidance on setting realistic goals, balancing productivity with self-care, and leveraging your peak performance times, you'll learn to manage your time in a way that supports both success and well-being.

Learning Quests:

- Bounce Forward: An Introduction
- Bounce Forward: Understanding Adversity
- Bounce Forward With Resilience
- Bounce Forward With A Growth Mindset
- Bounce Forward With Adaptability
- Bounce Forward With Positivity
- Bounce Forward Into A New Future

Learning Quests:

- SMART Goals
- Don't Bite Off More than You Can Chew
- PRIORitize
- The Eisenhower Box
- Dealing with Distractions

Learning Quests:

- Where Did the Time Go?
- Protect Your Peak
- The Multitasking Myth
- Toxic Productivity
- Being Realistic With Your Time

04 Trust

Building and Assessing Trust

Unlock the secrets of trust by learning how to build it, how to keep it strong, and how to handle breakdowns like a pro.

Building and Assessing Trust offers a comprehensive exploration of trust's foundational elements and their application in personal and professional contexts. Starting with What is Trust?, learners discover the four pillars of trust—integrity, competence, reliability, and affinity—and how they shape relationships.

Assessing Trust: Integrity emphasizes aligning words with actions, while **Assessing Trust: Competence** focuses on evaluating skills, owning limitations, and seeking growth. **Assessing Trust: Reliability** highlights the importance of consistent follow-through and accountability, and **Assessing Trust: Affinity** examines how shared values and mutual care build strong connections.

Losing Trust

Learn how to identify what element of trust failed and how to start taking steps toward repair.

Losing Trust explores the dynamics of trust breakdown, emphasizing how the same elements that build trust—Integrity, Competence, Reliability, and Affinity—can also contribute to its loss. These Learning Questions address the common pitfalls that lead to erosion of trust, including inconsistencies between words and actions, overestimating competence based on affinity, and the consequences of not acknowledging vulnerabilities. Participants will learn to assess the root causes of trust breakdowns and engage in reflective practices to address and repair damaged trust.

Repairing Broken Trust

When trust breaks, it's easy to feel like all is lost. But with accountability, heartfelt apologies, and honest conversations, you can repair the damage and rebuild stronger than before.

Repairing Broken Trust provides a comprehensive approach to acknowledging and mending trust breakdowns in relationships. This Xperience covers the essential steps needed to repair trust, including recognizing the issue, offering sincere apologies, and actively listening to others' feelings. Participants will learn the importance of transparent communication, patience, and establishing boundaries during the repair process. Additionally, the Xperience introduces the concept of trust pacts—proactive agreements that outline how to address trust breaches before they occur.

Learning Questions:

- What is Trust?
- Assessing Trust: Integrity
- Assessing Trust: Competence
- Assessing Trust: Reliability
- Assessing Trust: Affinity
- Cultivating Self-Trust
- Trust and Vulnerability

Story Questions:

- Trust Me
- Who Ya Gonna Call? TRUSTBUSTERS!
- Self-Trust Falls
- Cat-Trust-ophe Cleanup On Aisle Mine

Learning Questions:

- When There Isn't Trust
- Integrity Failure
- Competence Failure
- Reliability Failure
- Affinity Failure

Learning Questions:

- When Trust Breaks Down
- The Anatomy of a Sincere Apology
- Trust Pacts

OWN It: Personal Accountability

Use Xapa's OWN It framework to transform accountability from a business buzzword into your competitive advantage.

Discover how to build and maintain accountability through Xapa's innovative OWN It framework. Beginning with foundational concepts of accountability, the course progresses through each component of the framework: Open Dialogue, Walking the Talk, and Nurturing Trust. Through practical scenarios, interactive exercises, and real-world applications, participants learn to transform abstract accountability concepts into concrete behaviors.

Learning Questions:

- What is Accountability?
- OWNING Accountability: Opening Dialogue
- OWNING Accountability: Walk the Talk
- OWNING Accountability: Nurture Trust
- Practical Accountability Strategies
- Do You OWN It?

05 Self-Maintenance

Basic Boundaries

Learn the essential framework for setting and maintaining professional boundaries that protect your time, energy, and effectiveness while strengthening workplace relationships.

This Xperience explores the four foundational boundaries—Emotional, Energetic, Financial, and Mental—critical for professional success. Through practical frameworks and targeted exercises, you'll learn to establish clear boundaries that enhance your workplace effectiveness and protect your well-being. Discover how to communicate these boundaries professionally, recognize when they're being crossed, and maintain them consistently across different business contexts. Whether you're collaborating with colleagues, managing stakeholders, or leading teams, you'll develop the skills to create healthy professional relationships while preserving your resources and maximizing your impact.

Learning Questions:

- What Are Boundaries?
- Emotional Boundaries
- Energetic Boundaries
- Financial Boundaries
- Mental Boundaries

Story Questions:

- Out of Balance
- Work Break Live
- Boundaries Queen
- Ship or Be Shipped

Balance From Within

Discover proven techniques to maintain your mental equilibrium and professional effectiveness, transforming stress into strategic advantage in high-pressure environments.

Balance From Within equips you with evidence-based strategies to navigate workplace challenges while maintaining your mental and emotional well-being. Through structured exercises in self-awareness and stress management, you'll learn practical techniques for staying present, managing energy rather than just time, and making decisions that align with your values. You'll develop a sustainable approach to professional excellence that doesn't require sacrificing personal well-being, with tools that enhance both productivity and fulfillment whether you're leading teams or managing individual priorities.

Learning Questions:

- What is Self-Care?
- Self-Care vs Self-Indulgence
- Self-Awareness and Self-Care
- Stress Management
- Work/Life Balance
- Supportive Relationships
- Staying Present
- Meditation and Mindfulness
- Nature and Your Spirit
- The ABCs of Joy
- Affirmations And Releasing Statements

Core4 of Self-Care

Move better, sleep deeper, eat smarter, and stress less for a healthier you.

Discover the Core4 of Self-Care: nutrition, movement, sleep, and emotional self-care. Learn how to fuel your body with movement, rest, and nourishing foods while managing stress for a healthier mind and body—plus, uncover surprising insights about the small changes that can make a big impact. Explore simple strategies for staying active at home or work, eating well on a budget, and prioritizing rest as part of your self-care routine.

Learning Quests:

- What is Physical Self-Care?
- Emotional Health
- Nutrition: Fuel Your Best Self
- Move Your Body
- Sleep and Rest

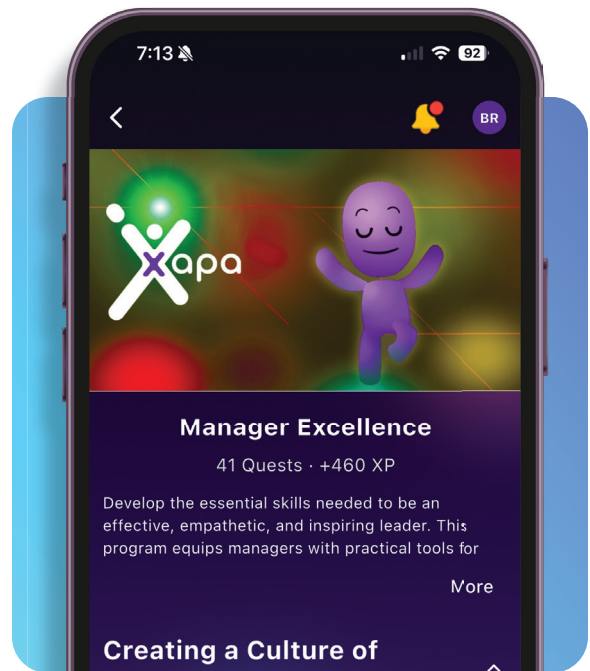


Manager Excellence

Develop the essential skills needed to be an effective, empathetic, and inspiring leader.

This program equips managers with practical tools for building accountable teams, making sound decisions, giving and receiving feedback, managing priorities, and navigating complex workplace dynamics.

Whether you're new to management or looking to enhance your leadership capabilities, these Xperiences provide actionable strategies for driving team success.



01 The Decision-Making Playbook

Make smarter, faster, and more strategic choices by leveraging key decision-making frameworks that help you analyze, prioritize, and act with confidence.

The ability to make clear, confident decisions can define your success as a manager. But not every decision calls for the same approach. This module introduces three industry-standard decision-making frameworks: the Rational Decision-Making Framework, SWOT Analysis, and Cost-Benefit Analysis (CBA). Learn the key steps of each model, when to use them, and how to combine them for more comprehensive decision-making. From strategic planning to resource allocation, this guide equips you with the skills to assess options, reduce bias, and make informed, data-driven decisions with lasting impact.

Learning Quests:

- The Paradox of Choice
- Rational Decision-Making Framework
- SWOT Analysis
- Cost-Benefit Analysis
- The Subtle Art of the Small Call



02 Strategic Goal-Setting

Set powerful goals that inspire action, drive results, and keep your team aligned with the big picture.

This Xperience empowers managers to create and achieve meaningful objectives by connecting individual and team goals to broader organizational priorities. Using tools like SMART goals, OKRs, and KPIs, you'll learn to foster alignment, track progress, and make adjustments when circumstances shift. This Xperience ensures that you and your team stay focused on what matters most, driving success at every level.

Learning Quests:

- Goal-Setting in a Business Context
- SMART Goals for Managers
- Measuring Progress

03 Prioritization and Delegation

Elevate your skills in prioritization and delegation to drive your team's success and lighten your workload.

Learn how to manage your to-do list strategically with an Xperience that equips managers with tools like the PRIOR Framework, the Eisenhower Matrix, and the RACI model to effectively prioritize tasks and delegate responsibilities. By focusing on purpose-driven actions and empowering your team, you'll build stronger leadership skills, foster accountability, and unlock your team's full potential.

Learning Quests:

- Managers PRIORitize
- Urgency vs Importance
- Delegation that Empowers
- Defining Roles and Responsibilities with RACI
- Delegation Done Right

04 Managing Up and Down

Learn the art of managing in multiple directions and effectively lead your team while skillfully working with senior leadership.

Being a successful manager means more than just leading a team – it requires navigating relationships in all directions. This Xperience helps you develop the essential skills for managing up, down, and across your organization. Learn how to translate leadership vision into action, build strong teams, advocate for resources, and maintain clear communication at all levels. Gain proven strategies for bridging organizational levels while maintaining trust, alignment, and effective information flow.

Learning Quests:

- Managing Up: Working with Leadership
- The Manager as Translator
- Strategic Resource Management
- Building Trust and Performance

Continued on Next Page

05 Creating A Culture of Accountability

Build trust, boost morale, and achieve results by learning how to create a culture where accountability becomes second nature for you and your team.

In this Xperience, you'll discover how to build a culture of accountability that fosters trust, enhances team performance, and empowers individuals to take ownership of their work. Learn actionable strategies for clarifying roles, promoting collaboration, and integrating accountability into every aspect of your team's operations through Xapa's three-part framework: Individual Accountability, Team Accountability, and Systems of Accountability.

Learning Quests:

- What is Accountability Culture?
- Agreements
- Personal Accountability
- Team Accountability: Clarifying Roles and Expectations
- Team Accountability: Empowering Team Members
- Team Accountability: Fostering Feedback and Collaboration
- Systems of Accountability

06 Clarity is Kindness: The Art of Feedback

Unlock the power of feedback to build trust, spark growth, and inspire positive change through clarity and kindness.

Feedback is the foundation for trust, growth, and collaboration. This Xperience will teach you how to communicate with clarity and kindness—sharing feedback that is clear, empathetic, and actionable. You'll learn how to inspire positive change, build a culture of trust, and empower your team through frameworks, practical strategies, and authentic dialogue.

Learning Quests:

- Positive Feedback and Recognition
- The Feedback Framework
- Clarity is Kindness: Giving Effective Feedback
- Receiving Feedback
- Building a Feedback-Rich Team Culture

07 Managing Workplace Conflict

Turn workplace conflicts into opportunities with Xapa's game-changing REACT Framework.

This Xperience introduces managers to the REACT Framework – a Xapa-developed approach that provides a structured way to handle workplace conflicts effectively. Through understanding and applying the five key elements of REACT (Recognize, Evaluate, Address, Collaborate, Track), managers will develop confidence in preventing, managing, and resolving team conflicts. This framework combines established conflict management principles with practical workplace application, helping managers turn conflicts into opportunities for team growth.

Learning Quests:

- What is Conflict?
- Recognize: Identifying Workplace Conflict
- Evaluate: Assessing and Planning
- Address: Implementing Immediate Response Strategies
- Collaborate: Working Toward Sustainable Solutions
- Track: Documenting, Following Up, and Preventing Future Issues

08 Running Efficient Meetings

Transform your meetings from time-wasters to value-drivers with the 5 Ps.

This Xperience teaches you how to design and run meetings that actually accomplish something. Using the proven 5 Ps framework – Purpose, Participants, Preparation, Process, and Progress – you’ll learn how to structure productive meetings that engage participants and drive results. From planning to follow-through, discover how to make every minute count and build a reputation for running meetings people actually want to attend.

Learning Quests:

- Making Every Meeting Count
- Purpose & Preparation
- Participants
- Process & Progress
- Handling Common Meeting Challenges

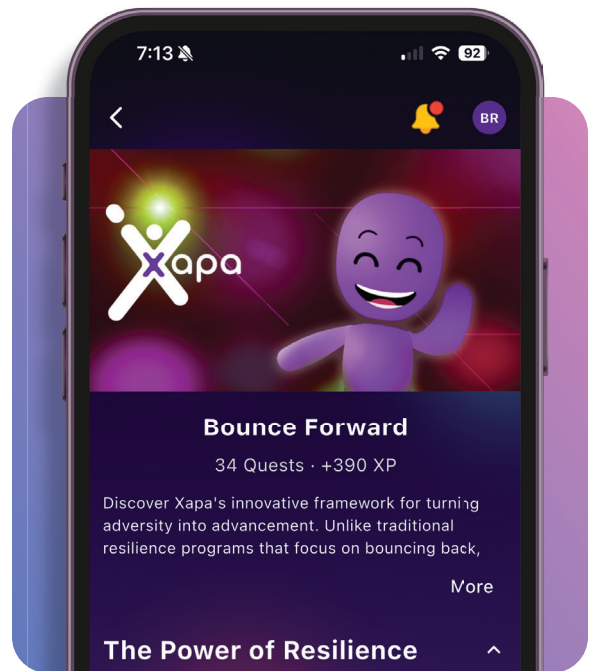


Resilience & Bouncing Forward

Discover Xapa's innovative framework for turning adversity into advancement.

Unlike traditional resilience programs that focus on bouncing back, Bounce Forward teaches you how to emerge from challenges stronger, wiser, and better equipped for the future.

Through a unique combination of adaptability, growth mindset, and positive psychology, you'll learn to transform setbacks into stepping stones for personal and professional growth.



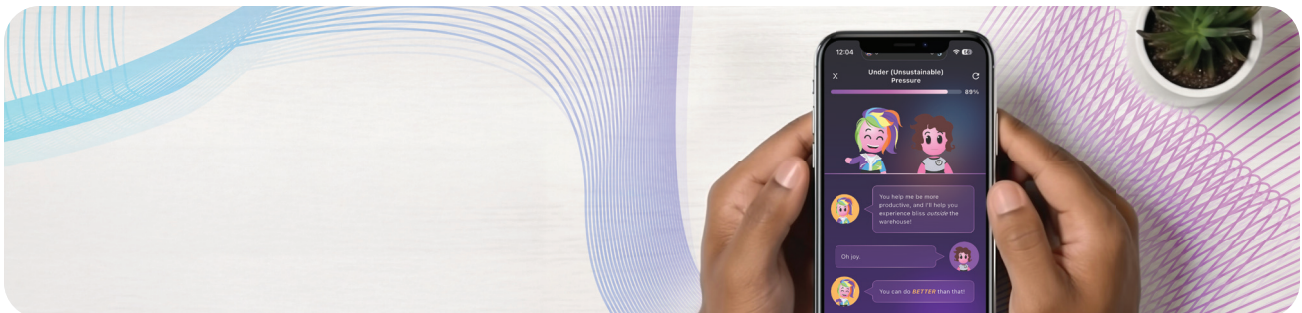
01 The Power of Resilience

Build unshakable resilience and thrive in the face of life's toughest challenges.

Resilience is more than bouncing back—it's about creating a better future by adapting, growing, and thriving under pressure. This Xperience explores eight forms of resilience—physical, emotional, social, spiritual, mental, professional, financial, and environmental—offering practical tools to overcome adversity. Learn to reframe setbacks, strengthen your coping strategies, and cultivate the courage, optimism, and adaptability to navigate life's ups and downs with confidence and purpose.

Learning Quests:

- What Is Resilience?
- Physical Resilience
- Emotional Resilience
- Intellectual Resilience
- Social Resilience
- Professional Resilience
- Spiritual Resilience
- Environmental Resilience
- Financial Resilience



02 Grow Into a Growth Mindset

Unlock the power of a growth mindset to overcome self-doubt, reframe limiting beliefs, and build encouraging environments—one step, one lesson, and one win at a time.

Transform your approach to challenges, beliefs, and environments with a growth mindset! In this Xperience, you'll learn how to face obstacles with resilience, embrace the power of "not yet," and turn setbacks into opportunities for personal growth. Dive into the psychology of belief systems and discover how to replace self-limiting thoughts with empowering ones that drive success.

Finally, create environments where you—and those around you—can thrive by fostering curiosity, collaboration, and continuous learning. With practical tools, relatable examples, and Xappy's witty guidance, you'll leave with the confidence to grow, adapt, and achieve your goals.

Learning Quests:

- What is a Growth Mindset?
- Approaching Challenges from a Growth Mindset
- Recognizing Fixed Mindsets
- Fostering a Growth Mindset Environment

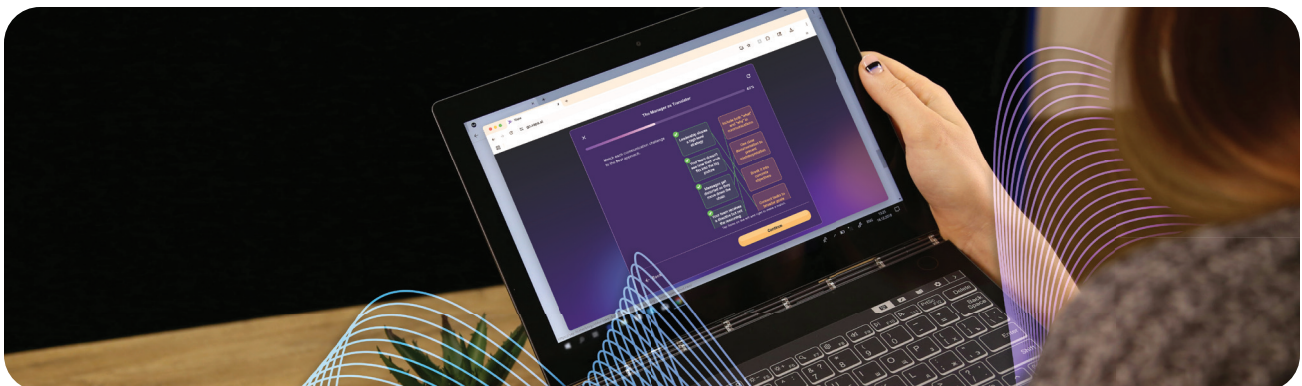
03 Adaptability

Facing the unknown? Change is inevitable, but thriving through it is a skill. Adaptability helps you stay cool, creative, and confident no matter what comes your way.

Change may be life's constant companion, but adaptability is the best buddy who's always got your back. Adaptability helps you adjust your mindset and actions to grow through challenges, whether it's a new opportunity, an unexpected twist, or a moment of uncertainty. Staying open to new ideas, finding creative solutions when resources are tight, and collaborating with others makes navigating change smoother. Learn to treat fear as just a sign you're stepping into growth, and call on calm focus to tackle stress head-on. With adaptability, you can seize opportunities, stay resilient, and turn life's surprises into chances to level up.

Learning Quests:

- What Is Adaptability?
- Openness To Change
- Pivoting
- Emotional Agility
- Resourcefulness
- Self-Confidence
- Escaping the Adaptability Paradox



04 Positivity

Real positivity isn't about denial, it's about resilience. Learn the science-backed strategies to rewire your brain for happiness, stronger relationships, and a life you actually love.

In Positivity, you'll unlock a life of genuine happiness and deeper connections. Explore the world of positive psychology with pioneers like Martin Seligman and Barbara Fredrickson. Discover how cultivating positive emotions, strengths, and supportive relationships can transform your career, your love life, and you. Learn practical, science-backed strategies to reframe negative thoughts, build resilience, and replace anxiety with a sense of calm and joyful curiosity.

Learning Quests:

- What is Positivity?
- Positive Thoughts
- Positive Behaviors
- The Positivity Ratio
- Beware Toxic Positivity
- Building Positive Support Systems

05 Envisioning the Future

Feeling stuck in life, career, or team goals? Stop spinning your wheels. Discover how to break free, dream big, and turn "what ifs" into "what's next."

This Xperiences offers a practical and inspiring roadmap to help individuals and teams navigate challenges, envision the future, and take actionable steps toward personal and professional growth. Learn how to overcome setbacks, embrace hope and courage, and move from stagnation to progress.

They'll explore strategies for designing career paths, creating actionable plans, and balancing vision with action to achieve short- and long-term goals. For teams and organizations, these LQs focus on building shared visions, fostering trust, and empowering collaboration while aligning daily tasks with overarching missions. With actionable insights, self-reflective prompts, and step-by-step frameworks, these LQs encourage growth, adaptability, and meaningful progress—individually and collectively.

Learning Quests:

- What to Do When You Feel Stuck
- Envision and Design Your Future
- Envisioning Your Personal Career Future
- Envisioning Your Team's Future
- Envisioning Your Company's Future
- Designing Your Future with Xapa's Bounce Forward Framework

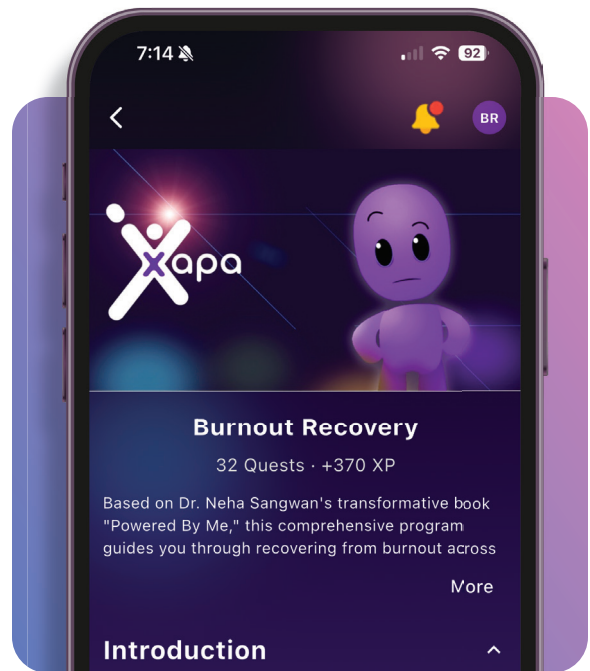


Burnout Recovery

Based on Dr. Neha Sangwan's transformative book "Powered By Me."

This comprehensive program guides you through recovering from burnout across all dimensions of well-being: physical, mental, emotional, social, and spiritual.

Rather than just managing symptoms, you'll learn to identify root causes, rebuild your energy reserves, and create sustainable practices that prevent burnout from recurring. Discover how to shift from feeling depleted to feeling energized, aligned, and authentically powered from within.



01 Healing Physical Burnout

Tackle burnout and recharge your physical energy for good.

Burnout doesn't just drain your motivation—it depletes your physical energy, leaving you feeling stuck in an endless cycle of fatigue and stress. In this Xperience, you'll learn to spot the early warning signs of physical burnout, decode the signals your body is sending, and build habits that help you recover. Through practical strategies for better sleep, balanced nutrition, and gentle movement, you'll discover how to recharge your energy reserves and take the first steps toward lasting well-being.

Learning Quests:

- What Is Burnout?
- Message In A Body
- It's the Cope That Kills You
- Stress Hormones
- What Does a Body Good



02 Healing Mental Burnout

Your thoughts are either your superpower or your kryptonite—learn to take control and turn them into your secret weapon to overcome mental burnout.

Dive deep into the power of your thoughts and how they shape your reality. Learn to spot whether your inner dialogue is helping you grow or draining your energy (hint: your Inner Critic is probably working overtime!). Discover how to challenge negative self-talk, handle assumptions, and shift perspective by refining your thought patterns. Plus, we'll explore how to embrace feedback (even when it stings) to fuel your growth and minimize stress. You've got the power to change your thoughts, recharge your mental energy, and open up new possibilities for your life.

Learning Quests:

- Self-Talk
- You Know What They Say About Assumptions...
- What Do You Think?
- Feedback Is a Gift

03 Healing Emotional Burnout

What if the emotions you ignore are secretly running the show? Learn how to face your feelings, ease burnout, and turn emotional chaos into clarity.

In a fast-paced, stress-stricken modern existence, we sometimes feel we have to save our emotions to deal with later. But do we ever really get around to it? And what if the emotions you avoid are quietly running your life? Numbing painful feelings might seem like self-protection, but it also shuts you off from joy, connection, and growth. The good news? Your emotions aren't the enemy—they're your guide. By learning to name, feel, and release them, you can break free from resentment, ease anxiety, and rebuild self-trust. Imagine transforming anger into action, sadness into strength, and fear into clarity. Ready to take back the reins and unlock the power of your emotions?

Learning Quests:

- In Your Feelings
- Anxiety & Anger: The Burn of Burnout
- Who Are You Really Mad At?
- The Upside of Anger
- What You Get From Forgiveness
- The Sadness Spectrum
- Jumping for Joy

04 Healing Social Burnout

Discover your Work Style and unlock the secrets to thriving at work and in relationships. Harness strengths, embrace differences, and boost collaboration for a more energized and productive life.

Understanding your work style—whether you're a task-driven Doer, creative Seer, analytical Thinker, or empathetic Feeler—can transform how you work and connect with others. By valuing these differences, you can amplify strengths, reduce conflict, and build better relationships. Add in the power of setting boundaries, addressing conflicts directly, and embracing joy and humor, and you'll have

Learning Quests:

- Make Work Styles Work For You
- Working with Doers
- Working with Seers
- Working with Thinkers
- Working with Feelers
- Getting Better At Boundaries
- The Drama Triangle
- Handling Conflict

05 Healing Spiritual Burnout

Exhausted and unfulfilled? It's time to align your choices with what truly matters. Real power comes from self-trust, not control—reflect on who you are now and discover what choices or changes might lead you back to energy and fulfillment.

Feeling disconnected, drained, or stuck? Spiritual burnout happens when you're out of sync with your core values and purpose, leaving you exhausted and unfulfilled. Reignite your spark by focusing on what excites you and aligning your choices with what truly matters. Reflect on whether your work and life match your deeper goals, and rebuild self-trust by starting small, learning from outcomes, and distinguishing intuitive wisdom from impulsive reactions.

Embrace change as a chance to grow, knowing real power comes from your inner clarity, not external control. Surrendering to change isn't accepting defeat—it's accepting an invitation to discover new paths and possibilities that align with who you are today. Stay open, curious, and trust that clarity will come with time.

Learning Quests:

- Time For Your Spiritual Health Check-Up
- Recovering From A Self-Trust Fall
- Decision, Decisions
- Control Vs. Power
- Surrender FTW!

06 Becoming Me-Powered

Healing from burnout isn't about bouncing back, it's about leveling up with purpose, peace, and goosebumps-worthy joy. This isn't the end—it's the start of a journey toward clarity, energy, and a life Powered by Me.

Burnout recovery isn't a straight road—it's a journey of reflection, adjustment, and leveling up. From relying on external influences (Other-Powered) to becoming fully aligned with your inner wisdom (Me-Powered), each stage marks a shift toward reclaiming your energy and purpose. Crisis often sparks a deeper focus on what truly matters: love, impact, and joy. Signs of healing show up as laughter, goosebumps, awe in nature, and a sense of peace. When your mind, body, and spirit align, you'll move through life Powered by Me, guided by clarity, love, and the spark of what makes you come alive.

Learning Quests:

- The Five Levels of Burnout Recovery
- Focus On What Matters

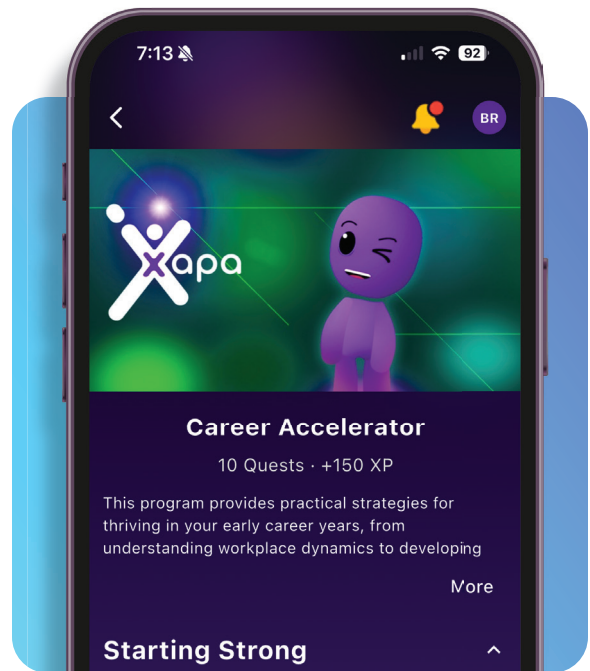


Career Accelerator

Starting your career is more than just doing the job.

It's learning to navigate a professional environment, build meaningful relationships, and create value in ways that might not have been covered in your education. This program provides practical strategies for thriving in your early career years, from understanding workplace dynamics to developing your professional presence.

You'll learn how to take ownership of your work, communicate effectively with diverse colleagues, and build your reputation as a reliable and engaged team member. Through real-world scenarios and interactive experiences, you'll develop the confidence to contribute meaningfully while staying authentic to yourself. Go beyond basic workplace etiquette and become a proactive, self-directed professional who turns opportunities into achievements.



01 Starting Strong

Become an expert in the unspoken rules of the workplace and start standing out for all the right reasons—learn how to build credibility, foster strong relationships, and unlock big opportunities early in your career.

Success in your early career often hinges on understanding and meeting expectations—both stated and unstated. This Xperience helps you decode workplace norms, ask the right questions, and take initiative in clarifying what's expected of you. Learn to balance ambitious goals with realistic timelines, manage up effectively, and build a reputation for reliability.

Learning Quests:

- Understanding Workplace Norms
- The Art of Asking Questions
- Managing Up Successfully
- Setting Realistic Expectations
- Delivering on Promises

02 How to Show Up

Excel in professional presence—from punctuality and preparation to energy and engagement—and make every interaction count.

Your presence speaks before you do. This Xperience explores the critical elements of professional presence, both in-person and virtual. Learn how your choices in timeliness, appearance, and engagement shape others' perceptions and impact your effectiveness. Discover how to align your non-verbal communication with your intentions, manage your energy levels, and consistently demonstrate professionalism across different workplace settings.

Learning Quests:

- The Power of Professional Presence
- Body Language and Non-Verbal Communication
- Energy Management
- Professional Etiquette
- Making Every Meeting Count

03 Being Proactive

Transform from task-taker to solution-finder by developing initiative and forward-thinking approaches.

Proactivity sets outstanding performers apart from the pack. This Xperience teaches you how to anticipate needs, identify opportunities for improvement, and take initiative in appropriate ways. Learn to balance independent action with team coordination, develop solutions before problems escalate, and build a reputation as someone who makes things happen.

Learning Quests:

- From Reactive to Proactive
- Anticipating Needs and Challenges
- Taking Smart Initiative
- Problem Prevention Strategies
- Building Solutions
- When to Act vs When to Ask

04 Authentic Engagement

Discover how to bring your full self to work while maintaining professional boundaries and building meaningful connections.

Engagement can't be faked, but it can be cultivated. This Xperience shows you how to find genuine interest and purpose in your work, even in tasks that might not naturally excite you. Learn to connect your work to larger goals, build authentic relationships with colleagues, and maintain enthusiasm while managing professional boundaries.

Learning Quests:

- Finding Purpose in Any Project
- Building Genuine Connections
- Managing Your Energy
- Professional Boundaries
- Staying Motivated
- Contributing Meaningfully

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05 Self-Management

Develop essential skills of personal organization, time management, and productivity that set top performers apart.

Success in your career starts with managing yourself effectively. This Xperience provides practical strategies for organizing your work, managing your time, and maintaining high standards of quality. Learn to prioritize tasks, handle email professionally, create effective systems, and build habits that support sustained high performance.

Learning Quests:

- Time Management Fundamentals
- Email and Communication Management
- Organization Systems
- Priority Setting
- Quality Control
- Energy Management
- Building Productive Habits

06 Taking the Right Kind of Ownership

Learn to think and act like an owner while maintaining appropriate boundaries and expectations.

Ownership mentality separates high-potential employees from the rest. This Xperience teaches you how to take meaningful ownership of your work, projects, and career development while respecting organizational boundaries. Learn to balance initiative with judgment, develop solutions independently, and build trust through reliable execution.

Learning Quests:

- The Owner's Mindset
- From Assignment to Ownership
- Building Trust Through Reliability
- Problem-Solving Independence
- Appropriate Initiative
- Managing Risk and Responsibility

07 Win Friends and Influence People

Build authentic relationships and positive influence through proven techniques that maintain integrity and build trust.

Your career success depends heavily on your ability to build strong professional relationships. This Xperience teaches you how to network authentically, build positive influence, and create lasting professional connections. Learn to navigate workplace relationships, build your professional reputation, and create win-win situations that benefit everyone.

Learning Quests:

- The Owner's Mindset
- From Assignment to Ownership
- Building Trust Through Reliability
- Problem-Solving Independence
- Appropriate Initiative
- Managing Risk and Responsibility

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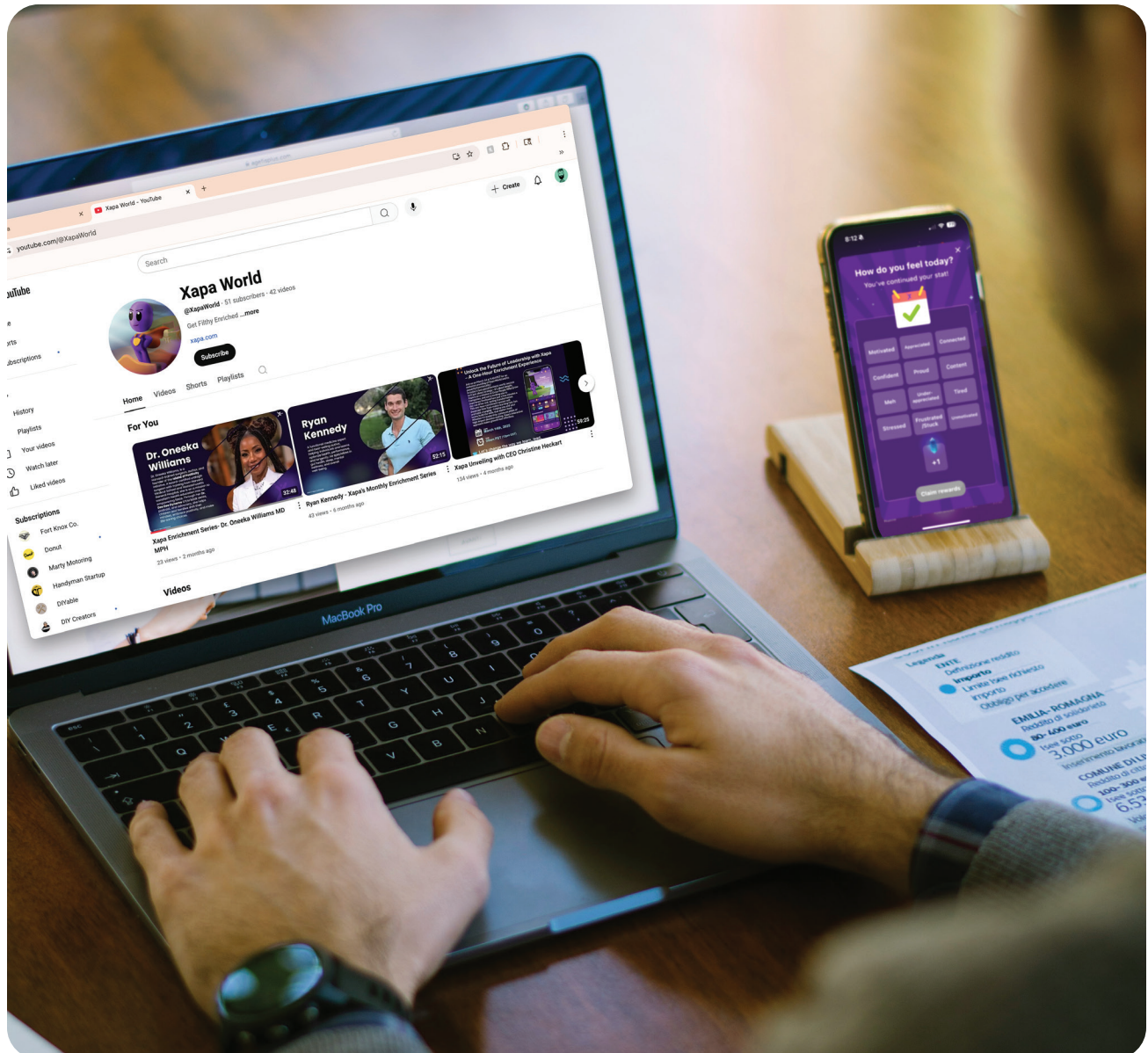
08 Finding and Using Your Voice

Develop the confidence to speak up effectively, share ideas respectfully, and advocate for yourself and others.

Having a voice in the workplace means more than just speaking up—it means knowing how and when to contribute for maximum impact. This Xperience helps you develop the confidence and skills to express yourself effectively, raise concerns constructively, and contribute to discussions in meaningful ways. Learn to balance assertiveness with respect, navigate difficult conversations, and advocate for your ideas and needs professionally.

Learning Quests:

- Speaking Up with Confidence
- Constructive Push-Back
- Advocating for Ideas
- Difficult Conversations
- Reading the Room
- Professional Disagreement
- Building Confidence Through Preparation



AI in the Workplace

AI isn't just changing what we do. It's changing how we lead, collaborate, and grow.

This program equips you with the mindset, skills, and strategy to navigate AI-driven change with confidence and clarity. From leading teams through disruption, to building the human skills AI can't replace, to applying advanced tools and governance frameworks, you'll get practical support at every stage of the journey.

Whether you're just getting started or ready to go deeper, this is your roadmap for using AI powerfully and responsibly.



01 AI Primer

AI won't take your job, but someone using it might. Get more out of your work with AI tools.

Generative AI is transforming how we work, think, and create—but only if we know how to use it wisely. This Xperience is your go-to guide for making AI a powerful teammate (not a chaotic intern). Whether you're new to GenAI or looking to upskill, you'll explore when to use it, how to prompt it, how to edit it, and how to manage an AI-powered team.

Learning Quests:

- What Is Generative AI?
- Is GenAI Right for This Task?
- Working With AI Like a Teammate
- Prompt Crafting 101
- AI for Managers
- Ethical Use of AI
- Use AI to Write Content
- Use AI to Brainstorm Ideas
- Use AI to Organize & Prioritize
- Use AI to Write Code or Scripts
- Use AI to Analyze & Summarize Data
- Use AI to Create Learning Content

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02 Resilience in the AI Revolution

Discover how to turn AI disruption into your career springboard—by building resilience, curiosity, and the human skills that make you future-proof.

AI is transforming the workplace, and not everyone feels ready. Resilience and Bouncing Forward with AI equips you with the mindsets and tools to face that change with confidence. Through quick, engaging micro-lessons, you'll explore how to handle uncertainty, reframe fear, grow your skills, and find your unique value in an AI-powered world. Whether you're already using AI or just starting to confront its impact, this Xperience helps you stop resisting the future—and start shaping it.

Learning Quests:

- Embracing the AI Transformation – From Uncertainty to Opportunity
- Upskilling and AI Literacy – Empower Yourself Through Learning
- Resilience and Bouncing Forward – Growing from Setbacks
- Adaptability and Flexibility – Navigating Change Proactively
- Emotional Agility and Support – Navigating Fear and Stress
- Thriving in the Future of Work – Proactivity and Purpose

03 AI is Transformational Change Management

AI is changing the workforce as we know it. Learn how to lead your team so they adapt, grow, and thrive through it.

AI is transforming more than workflows—it's reshaping how we lead, connect, and grow. This Xperience gives you the mindset and skills to guide your team through disruption with clarity, trust, and purpose. You'll explore the human side of AI change, learn what makes transformation stick, and walk away ready to lead a future your people want to be part of.

Learning Quests:

- The Changing Why of Work
- What Steadies the Boat
- Critical Skills for Navigating AI Change
- Leading Organizations Through AI Change
- The TRUST Framework

04 Exploring Critical AI Skills

You can't out-AI the bots—but you can out-human them. These are the skills that matter now.

In a world where AI is evolving fast, your edge isn't technical—it's human. This Xperience dives into the skills that make people indispensable in an AI-powered workplace, from adaptability and creativity to trust, self-awareness, and ethical leadership. You'll learn what to strengthen, how to grow it, and why these skills aren't just "soft"—they're your superpowers.

Learning Quests:

- The AI Skills Revolution
- Resilience & Adaptability
- Creativity & Problem-Solving
- Trust & Collaboration
- Self-Awareness & Self-Maintenance
- Leadership & Ethics

05 AI Governance and TRUST

Responsible AI use starts with clear standards. Learn how to combine innovation with integrity through the TRUST framework.

Innovation without governance is a recipe for risk. This Xperience introduces the TRUST Framework from Global Data Innovation (GDI), a practical guide to building AI systems that are ethical, safe, and aligned with your values.

You'll explore how to set clear boundaries, define what's okay (and what's not), and create a culture where people feel confident exploring AI—without drifting into chaos.

Learning Quests:

- What Trust Has to Do with AI
- Transparency
- Responsibility
- Understanding
- S is for Safety
- Testability
- Putting It All Together: The TRUST Framework in Action
- Governance Without Killing Innovation
- Are We Ready? Pressure-Testing Your AI Strategy

03 Advanced AI Techniques

You've got the basics down. Now, it's time to unlock AI's full potential.

If you're already using AI and ready to level up, this Xperience is your next step. You'll explore advanced techniques like custom GPTs, digital twins, multi-AI workflows, and agentic systems—no coding required. Whether you're streamlining work, scaling your thinking, or stress-testing ideas, you'll learn how to use AI not just as a tool, but as a power multiplier.

Learning Quests:

- Prompt Engineering 2.0: Context, Style, and Memory
- Automating Repetitive Work
- AI as Your Project Manager
- AI for Strategic Thinking and Decision Support
- Red-Teaming Your Own Work with AI
- Creating Your Digital Twin
- Multi-AI Workflows: When One Bot Isn't Enough
- Agentic AI: What's Next



Coming Soon

SEE WHAT'S COMING SOON TO XAPA.

Leadership Essentials

Leaders are built, not born, and organizations need leaders at all levels, as well as a pipeline for succession planning. Leadership Essentials is a comprehensive program delving into the wisdom and essence of leadership, not just the mechanics. Rooted in our ability to model the attributes we expect, like accountability, resilience, positivity, and growth mindset, leadership requires authentically 'seeing' each of the people in our care and fully leveraging their unique talent as we catalyze change, growth, and action. Anyone can be a leader – it's not about level, title or territory – it's about how you show up and influence those around you.

Xperiences Include:

Leaders Model, Leaders Inspire, Leaders Catalyze, Leaders Simplify and Clarify, Empowering Myself and Others, Courageous Leadership, Change Management, Developing Future Leaders

The First Time Manager Handbook

Making the leap from doing the work to leading the work is one of the biggest career transitions you'll face. This comprehensive program guides you through the fundamental shifts in mindset and capabilities required for first-time managers. You'll learn practical approaches to delegation, accountability, and team dynamics while developing your authentic leadership style. From managing former peers to handling difficult conversations, this program provides actionable strategies for common challenges new managers face.

Xperiences Include:

Adapting to Your Promotion, Lead...and Follow, Situational Awareness, Leading By Example, Delegation Basics, Accountability for Yourself and Your Team, Clarity is Kindness, Coping with Conflict, Managing Remote Workers

First 90 Days – New Employee Onboarding

The first 90 days in any job is critical. It creates early brand reputation and either builds a foundation of trust, confidence and collaboration, or digs a hole that may be difficult or impossible to escape. While every job is different, certain practices are highly correlated with success. Each of us is responsible for creating our own authentic path, and this program provides a playbook to inspire success. This program will have two versions: one for new employees at a manager level and one for individual contributors.

Xperiences Include:

The Listening Tour, Making Connections, Company Culture, Aligning Expectations, Accountability and Asking for Help, Navigating Organizational Structures, Personal Branding at Work

Clear and Compelling Communication

How we communicate, verbally and nonverbally, influences every aspect of our life and career. Can we effectively motivate, influence and compel people to our point of view? Can we effectively collaborate whether we agree or disagree with colleagues? Can we deliver constructive messages and feedback in a way that is both clear and kind? Are we able to listen effectively to others? And are we able to both simplify and clarify our points so we can drive agreements and accountability? All this, and more, is part of being a clear and compelling communicator. In this program we learn the surprising tensions that must be balanced, and practice essential competencies to help in high stakes communications.

Xperiences Include:

The Comms Wheel, The Friction Framework, Clarity is Kindness, Constructive Feedback, How to Say No, Nonverbal Cues

Conflict Management and Mediation

Conflict is inevitable in any workplace, but it doesn't have to be destructive. This program equips professionals with tools to navigate disagreements with confidence, clarity, and composure. This program blends general strategies for conflict resolution with deep dives into specific, proven frameworks. Users will learn to identify underlying issues, foster productive dialogue, and turn conflicts into opportunities for collaboration and growth. Whether managing team dynamics, addressing workplace disputes, or negotiating solutions, this program provides the insights and skills to

approach conflict as a chance for positive change.

Xperiences Include:

The REACT Framework, Managing Difficult Conversations, The Five Conflict Styles, Conflict Mapping, IBR Conflict Resolution, Transformative Mediation

Navigating Change (for Individual Contributors)

Change is inevitable, but navigating it successfully is a skill everyone can learn. This program provides individuals with tools to handle change effectively and equips leaders with strategies to guide their teams through transitions. By exploring the science of change, practical frameworks, and actionable steps, participants will gain the confidence to embrace change and turn it into an opportunity for growth. This program will have two versions: one for new employees at a manager level and one for individual contributors, ensuring tailored insights and applications. This program will have two versions: one for new employees at a manager level and one for individual contributors.

Xperiences Include:

The Science of Change, Frameworks for Change: The Hero's Journey, Frameworks for Change: The Rider and the Elephant, Bouncing Forward Through Change, Leading Change, Organizational Resilience

I Am the CEO of My Life

Take charge of your personal and professional growth with a program that empowers you to lead your life with intention, clarity, and confidence. This Xperience helps you uncover your purpose, align your actions with your core values, and leverage your unique strengths to drive growth and success. Through actionable insights and transformative exercises, you'll build resilience, cultivate gratitude, and learn strategies to navigate challenges like anxiety, all while creating a roadmap for a fulfilling and purpose-driven life.

Xperiences Include:

Personal Accountability, Finding Purpose, Understanding and Applying Your Values, Strengths as a Foundation for Growth, Grow Where You're Planted, Gratitude and Appreciation, The Four As of Anxiety, The Art of Letting Go

The Facets of Me

Unlock your full potential by discovering every facet of yourself. This program introduces you to the eight dimensions of personal and professional development—The Professional Me, The Intellectual Me, The Social Me, The Emotional Me, The Physical Me, The Financial Me, The Environmental Me, and The Spiritual Me. Through engaging activities and reflective exercises, you'll explore how these facets interconnect to shape your growth. Gain a deeper understanding of your strengths, identify areas for improvement, and create a personalized roadmap to thrive in all aspects of your life and career.

Xperiences:

The Professional Me, The Intellectual Me, The Social Me, The Emotional Me, The Physical Me, The Financial Me, The Environmental Me, The Spiritual Me

The Core4

Discover the Core4 of Self-Care: nutrition, movement, sleep, and emotional self-care. Learn how to fuel your body with movement, rest, and nourishing foods while managing stress for a healthier mind and body—plus, uncover surprising insights about the small changes that can make a big impact. Explore simple strategies for staying active at home or work, eating well on a budget, and prioritizing rest as part of your self-care routine.

Xperiences Include:

Nutrition, Movement, Sleep, Emotional Health

Get started today.

Learn more about Xapa and stay up-to-date by visiting our website www.xapa.com.

