



## ***Impact: A Step-by-Step Plan to Create the World You Want to Live In***

by Christen Brandt and Tammy Tibbetts

### **Discussion Guide**

1. The authors assert that finding your “North Star” will in many ways streamline your impact work. Did you find this to be true for yourself?
2. Part II of *Impact* focuses on common misconceptions and pitfalls to avoid when it comes to creating change in the world. Were there any areas of the book where you felt challenged to rethink something you previously thought to be true?
3. The authors co-founded a nonprofit before writing this book together. How do you think their experiences in the nonprofit world shaped this book and the ideas in it?
4. *Impact* includes many examples of Misguided Moves and Systems Failures, including real stories of people who had the best of intentions with neutral or negative impact. What are some examples of these situations that you've come across in your own life or reading?
5. Now that you've read the authors' perspective on voluntourism and seen the QUICK Test, what are your thoughts on volunteering abroad? How do you think people from different cultures should connect and interact with one another?
6. The authors make the case that shame doesn't encourage change or growth. Given the popularity of “cancel culture” and “call-outs,” what are your thoughts on how we can encourage people to prioritize their impact over their good intentions? How can you hold conversations with people who mean well but could be doing better? When do you find a “call out” to be appropriate?



7. Self-care is a hot button topic in our culture. When it comes to the intersection of self-care and impact work, why is it important to find balance? Is it even possible to find balance when you're working for the greater good?
8. The concepts in *Impact* play with a larger theme of legacy and finding fulfillment in your life. When you think about your own legacy, or the legacy of any person, what do you think are the most important aspects?
9. If everyone in the world had an Impact Plan and stuck to it, how do you think the world would be different? In what ways would it stay the same?
10. The authors claim that most individual impact work is about your own fulfillment and matching your actions to your values in life. For larger systemic change, they argue that you need to work with a larger collective. When you think about big-picture changes that need to happen in our country or in our world, what are the ones you'd most like to see come to fruition? How do you think change on a massive scale happens? (Can you point to examples from current events or history?)
11. How has *Impact* affected your perspective on social change?