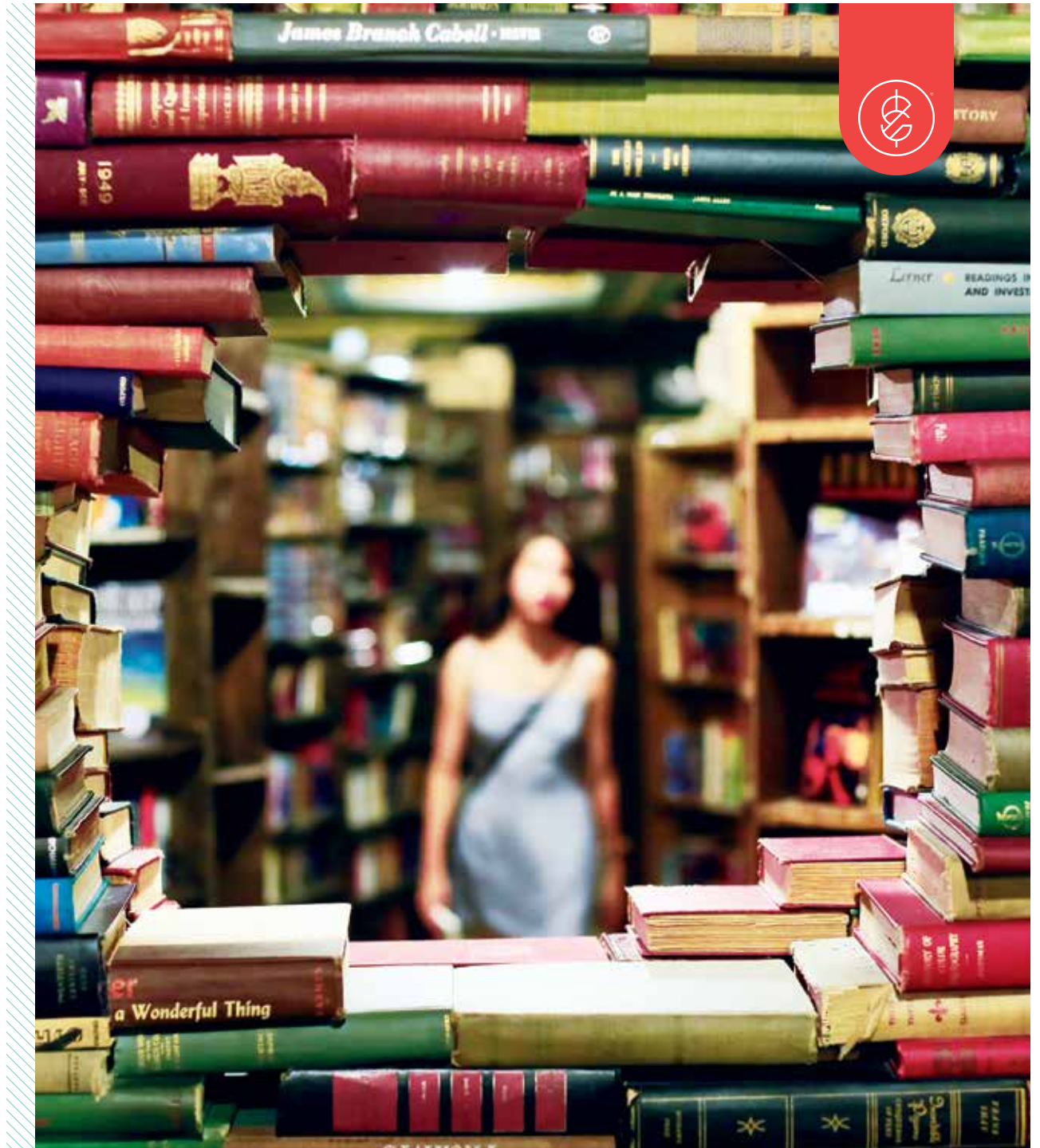


Circles

Leadership Guide

SOCIETY OF GROWNUPS





A NOTE FROM OUR CFP®

Welcome to Circles from Society of Grownups! I'm Rachel Rabinovich, one of our CERTIFIED FINANCIAL PLANNER™ professionals. I've been working in financial services for more than 11 years, but in my past life I worked with children and families as a teacher, counselor, and administrator. I'm also a personal testament to how financial planning can be a positive and life-changing experience, and I'm here at Society of Grownups because I want to help other Grownups learn about the things I wish I had known.

We consider Society of Grownups a kind of Masters Program for Adulthood. Grownups come here to learn about things like how to handle finances, appreciate wine, how to buy a house, save for retirement, or start investing. We offer classes, financial planning appointments and checkups, and events (think networking, game nights, and even karaoke). Most importantly, though, we teach people how to keep their own values in mind as they pursue their goals.

We hope that you enjoy and find value in these four Circles topics, which we've adapted from our class curriculum for use anywhere, anytime, in most any setting. We believe that each Circle topic offers unique insights and assistance as you engage with each other about becoming full-fledged Grownups. Have fun with the curriculum, get the conversations going, and break down those barriers around money!

Best Regards,



What Society of Grownups
Circles are:

/ CONSIDERATE

/ SMART

/ ADAPTIVE

/ PERSONAL

/ PROFESSIONAL

/ UNIQUE

What Society of Grownups
Circles are not:

/ BORING

/ STUFFY

/ PRESCRIPTIVE

/ ONE-SIZE-FITS-ALL

INTRODUCTION

Remember, talking about money can be emotional. And while your Circle's dynamic may be well established, note that we're breaking down potentially big taboos with these discussions.

Here are a few tips for making the most of your Grownup conversations.

- Each of the four meetings are designed to build upon themes from the previous discussions. While you are not required to do them in order (or do them all), note that you may need to make some adjustments if you deviate from the recommended content plan.
- Determine if food and/or drink will be provided at meetings—and if so, keep things low-key (e.g., pizza, sandwiches, etc.). Grownups should not feel pressured to provide gourmet meals: The focus is the discussion, not food. Communicate the plan to all attendees so there is no confusion in advance.

A SUCCESSFUL SOCIETY OF GROWNUPS CIRCLES DISCUSSION IS A PLACE WHERE PEOPLE FEEL COMFORTABLE SHARING AND ASKING QUESTIONS

- Give your group members a few days' lead time with any prep work for an upcoming meeting.
- Determine whether you want to have group-wide attendance, or if a select subset of group members who are interested in our curriculum is more appropriate.
- To maximize participation, determine whether you want to schedule special meetings for the Society of Grownups Circles discussions, or if they should take the place of your group's regularly scheduled get-togethers.
- Allot a ballpark of two- to two-and-a-half hours for a given Society of Grownups Circles meeting.
- See our sample discussion guide for a good sense of how to structure a meeting.
- Once your schedule has been solidified, make a dedicated effort across all members to stick to it (e.g., if you meet monthly, stick to that every single month commitment). Grownups' presence affects group chemistry, and a successful Society of Grownups Circles discussion is a place where people feel comfortable sharing and asking questions with the members they've come to know and trust.
- Model Grownup behavior with your Circle: It's imperative that if you say you're going to be at a meeting, you are there promptly. Showing up late or not at all signifies your time is more valuable than others. If you cannot make a meeting, you must let someone in the group know.
- Keep things confidential: Anything discussed in a Society of Grownups Circles meeting should stay in that meeting. No exceptions.

FIRST CIRCLE MEETING

/ AGENDA

1. Grownup Introductions
2. Discuss big questions/areas seeking support
3. Initial housekeeping – cadence of meetings, location of meetings, etc.
4. Determine next meeting's topic and recommended Grownups' preparation

All times are approximate. Feel free to adapt for your specific network in the ways that work best for you!

/ PART 1 INTRODUCTIONS

15–30 MINUTES

- Tell your Circle a little bit about yourself, including a fun fact! (“Hi, my name is Joe Coffee ... and yet I’ve never had a cup of coffee.”)
- Ask each Grownup what he/she hopes to get out of the Circle (“I’d like to buy a house in the next year”, “I’d like to make a significant dent in my student loans in the next five years”, etc.)

/ PART 2 LOGISTICS

30–45 MINUTES

- Determine logistics, including frequency of meetings, scheduling, meeting places (rotation or fixed), whether food/drink will be included (and related logistics)

/ PART 3 THE BIG QUESTIONS AND NEXT MEETING'S TOPIC

30–45 MINUTES

- Deep dive into areas seeking support
- Big questions from Grownups
- Rank questions and support areas (prioritization of topics based on commonalities among Grownups questions and time sensitivities/urgencies)

/ PART 4 NEXT MEETING'S TOPIC AND PREP WORK

15–30 MINUTES

- Three to five questions to consider in preparation for the next meeting

YOU'RE A GROWNUP (DON'T PANIC)

/ AGENDA

1. Intro—Sharing big Grownup questions on how participants define “adulthood” and their current experiences with financial planning
2. Real-life Grownup stories, both success stories and challenges
3. Circle curriculum:
 - Worksheet 1:
Identify the values most important to the participants
 - Worksheet 2:
How their values influence their goals
 - Worksheet 3:
Assess how participants make financial decisions that impact their goals
4. Determine next meeting’s topic and recommended Grownups’ preparation

All times are approximate. Feel free to adapt for your specific network in the ways that work best for you!

/ PRE-MEETING PREP WORK

- Financial planning checklist

/ PART 1 CATCHING UP

15 MINUTES

- How did the Grownups handle the prep work?
- What are the main goals Grownups are hoping to move toward?
- What would they like to accomplish/get going with this meeting?
- Next meeting’s logistics—where, when, and topic

/ PART 2 REAL-LIFE GROWNUP STORIES

30 MINUTES

- How did you answer the questions on the prep work?
- What’s working for Grownups?
- What particular challenges are Grownups facing?
- What questions do Grownups have?

/ PART 3 CURRICULUM

1 HOUR

- Worksheet 1:
Outlining top financial goals (20 minutes)
- Worksheet 2:
Determining top 5 values (20 minutes)
- Worksheet 3:
Discussion on how to pursue action items (20 minutes)

/ PART 4 NEXT STEPS

15–30 MINUTES

- Action items for each Grownup to take
- Confirm topic and prep work for next meeting



SAMPLE VALUES



ACHIEVEMENT

ADVENTURE

COMMUNITY

COOPERATION

CREATIVITY

DIVERSITY

ENVIRONMENT

EDUCATION

ETHICS

FAIRNESS

FAMILY

FLEXIBILITY

FREEDOM

FRIENDSHIP

HAPPINESS

HEALTH

HONESTY

INDEPENDENCE

INTEGRITY

LOYALTY

MEANINGFUL WORK

PLAY

PRIVACY

RELATIONSHIPS

SERVICE

SPIRITUALITY

WEALTH

YOU'RE A GROWNUP (DON'T PANIC): SAMPLE GROWNUP STORY



Mike had a sense of the “shoulds”, particularly when it came to buying a house. He decided to prioritize homebuying and made room for it in his budget, but actually was overwhelmed with the prospect of saving for a down payment. He also resented putting money aside for a home, when he really longed to use those same funds for travel. After some soul searching, Mike decided that owning his own home didn’t actually align with his values: He determined he’s a traveler, not a homeowner. (Which may change down the line.) But for now, he decided to continue renting his apartment, and use his discretionary income to travel the world.

HOW CAN USE YOUR VALUES TO DETERMINE HOW YOU SPEND YOUR MONEY?

SPENDING PLANS

/ AGENDA

1. Intro—Sharing big Grownup questions on how participants currently budget
2. Real-life Grownup stories, both success stories and challenges
3. Circle curriculum:
 - Worksheet 1:
Identify the participants' key budgeting questions
 - Worksheet 2:
Learn which purchases best align with the participants' values and goals
 - Worksheet 3:
Share and discuss behavioral strategies to craft—and stick to—their unique budgets
4. Determine next meeting's topic and recommended Grownups' preparation

All times are approximate. Feel free to adapt for your specific network in the ways that work best for you!

/ PRE-MEETING PREP WORK

- Participants should come prepared to discuss how they currently budget (e.g., budgeting app, Excel spreadsheet, old-school checkbook) and why this method works for them. If they don't keep a budget, they should be ready to discuss what's holding them back.

/ PART 1 CATCHING UP

15 MINUTES

- What are the main goals Grownups are hoping to move toward?
- What would they like to accomplish/get going with this meeting?
- Next meeting's logistics—where, when, and topic

/ PART 2 REAL-LIFE GROWNUP STORIES

30 MINUTES

- How did you answer the prep work question?
- What's working for Grownups?
- What particular challenges are Grownups facing?
- What questions do Grownups have?

/ PART 3 CURRICULUM

1 HOUR

- Worksheet 1:
Outlining priorities and spending/discuss needs/wants/priorities (20 minutes)
- Worksheet 2:
Determining current budget (20 minutes)
- Worksheet 3:
Discussion on how to craft a future budget aligned with priorities, including various tips and tricks to help rein in spending (20 minutes)

/ PART 4 NEXT STEPS

15–30 MINUTES

- Action items for each Grownup to take
- Confirm topic and prep work for next meeting



SPENDING PLANS: SAMPLE GROWNUP STORY

Jason was in the market for a new car—he had been driving a clunker for years and now had the budget to afford a new ride. He researched prices and cars, and went to a dealership to shop. He test drove a few models, but didn't yet feel comfortable with the big purchase. (Just because he could didn't mean he should.) So he went home without a new car, instead deciding to do a bit more legwork: He made a budget covering his core expenses and basic needs, including his savings goals. He changed his spending plan to cut back on things he valued less. He determined exactly how much new car he could afford, and comparison shopped once he zeroed in on the car he wanted. When he had done his due diligence, he went back to the dealership, confident in his prep work and research. He got his new car, one he enjoys driving, and will keep it until it too becomes a clunker.

/ WHERE WOULD YOU BE WILLING TO TWEAK YOUR SPENDING TO MAKE ROOM FOR SOMETHING YOU REALLY WANT?

LOANS & GROANS

/ AGENDA

1. Intro—Sharing big Grownup questions on student loans
2. Real-life Grownup stories, both success stories and challenges
3. Circle curriculum:
 - Worksheet 1:
Identify the participants' key student loan questions
 - Worksheet 2:
Understand what Grownups are actually paying each month (principal, interest, fees, etc.)
 - Worksheet 3:
Get a handle on repayment plans, and what you're actually paying over the life of your loan.
4. Determine next meeting's topic and recommended Grownups' preparation

All times are approximate. Feel free to adapt for your specific network in the ways that work best for you!

/ PRE-MEETING PREP WORK

- Participants should come prepared to discuss their current student loan situation (e.g., the breakdown of what they're paying each month) and their specific questions regarding getting a handle on student loan debt.

/ PART 1 CATCHING UP

15 MINUTES

- What are the main goals Grownups are hoping to move toward?
- What would they like to accomplish/get going with this meeting?
- Next meeting's logistics—where, when, and topic

/ PART 2 REAL-LIFE GROWNUP STORIES

30 MINUTES

- Was there anything surprising to the Grownups when they broke down their monthly student loan payments?
- What's working for Grownups?
- What particular challenges are Grownups facing?
- What questions do Grownups have?

/ PART 3 CURRICULUM

1 HOUR

- Worksheet 1:
Understanding repayment plans (10 minutes)
- Worksheet 2:
You're going to pay interest, let's understand how much (20 minutes)
- Worksheet 3:
A deep dive into the different types of loans, and how much you're actually paying for each (30 minutes)

/ PART 4 NEXT STEPS

15-30 MINUTES

- Action items for each Grownup to take
- Confirm topic and prep work for next meeting



LOANS & GROANS: SAMPLE GROWNUP STORY



Katherine was working hard to get her \$50,000 in student loans paid off. She was always paying the minimum monthly payment, but decided to increase her payments as she made more money and became more secure in her finances. Simultaneously, she budgeted some cash on the side to have a cushion and to afford some fun goals, such as a European vacation. By balancing paying extra on the loans with doing things she wanted, Katherine paid off her loans sooner than originally anticipated.

WHAT DO YOU THINK ABOUT PAYING MORE THAN THE MINIMUM ON YOUR LOANS, ESPECIALLY WHEN COMPARED TO UNDERWRITING OR PURSUING OTHER GROWNUP GOALS?

CAN'T GET WHAT YOU DON'T ASK FOR

/ AGENDA

1. Intro—Big Grownup questions on negotiating
2. Real-life Grownup stories, both success stories and challenges
3. Circle curriculum:
 - Worksheet 1:
Develop the skills to be one's own best advocate
 - Worksheet 2:
Simple steps to enable Grownups to work toward a successful salary negotiation
 - Worksheet 3:
Understanding there is a common goal, and who has the power in the negotiation process
4. Determine next meeting's topic and recommended Grownups' preparation

All times are approximate. Feel free to adapt for your specific network in the ways that work best for you!

/ PRE-MEETING PREP WORK

- Each Grownup should bring a question he/she has about negotiating salary to the meeting
- Pre-reading: *Getting to Yes: Negotiating Agreement without Giving In* by Roger Fisher and William Ury
- Play around with *Glassdoor.com* and *Payscale.com*

/ PART 1 CATCHING UP

15 MINUTES

- What are the main goals Grownups are hoping to move toward?
- What would they like to accomplish/get going with this meeting?
- Next meeting's logistics—where, when, and topic

/ PART 2 REAL-LIFE GROWNUP STORIES

30 MINUTES

- Which questions did you bring for today's meeting?
- How would you rate yourself as a negotiator?
- Which particular challenges are Grownups facing, in terms of salary?
- What surprised you about the online tools or take-aways from the book?
- What questions specifically regarding negotiation do Grownups have?

/ PART 3 CURRICULUM

1 HOUR

- Worksheet 1:
Prepare! Engage! Frame! Get to know and understand the three to-dos of competitive negotiation.
- Worksheet 2:
Going into a negotiation, make sure you know the ins and outs, practicing, asking, and walking away (if needed).
- Worksheet 3:
What's a BATNA? Why do you need one? Always have a backup plan

/ PART 4 NEXT STEPS

15-30 MINUTES

- Action items for each Grownup to take
- Confirm topic and prep work for next meeting



CAN'T GET WHAT YOU DON'T ASK FOR: SAMPLE GROWNUP STORY



Jill, a school guidance counselor, was hoping to get a raise. She researched similar salaries within her greater metropolitan area, and based on her experience and education level, she determined a ballpark range for which she would be comfortable. After three negotiation meetings with her boss, she was offered a \$10,000 raise, which was right in the middle of her desired increase range. Her BATNA was going full-time freelance on a craft business she had been pursuing on the side.

/ IF YOU WERE JILL, WHAT WOULD YOU DO?



SOCIETY OF GROWNUPS POINT OF CONTACT

Have questions about Society of Grownups Circles?
Contact info@societyofgrownups.com.

DISCLAIMER

While we hope the information in these documents are useful, it's only intended to provide general education. It's not legal, tax, or investment advice, and may not apply or be useful to your specific financial situation. If you need recommendations geared to your personal financial situation, schedule some time with a financial planner professional.

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