

SUMMER 2025

LEGACY

TRANSFORMATION IN ACTION

Jyoti Marwaha



**Raising the next Generation of Leaders:
Our Own Children**

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Raising the next Generation of Leaders: Our Own Children

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“The meeting of two personalities is like the contact of two chemical substances: if there is any reaction, both are transformed.”
– Carl Jung



Growing up as a child of immigrant parents, I was trained to keep my head down and do what I was told. The ideology was straight forward. Work hard, listen to what others have to say, and under any circumstance, *do not speak your mind*. In other words, squash your perspective and do as you are told. That did not help as I entered the workforce. It took me nearly 10 years into my professional career to **unlearn what I was taught**. At no fault of my parents, they only taught what they learned themselves.

My name is Jyoti Marwaha, and I am a human resources practitioner with twenty years of experience across multiple industries working for Fortune 100 companies and within the nonprofit space. I am a certified coach and senior executive. But above all the professional titles and certifications, I am first a mother to a son and daughter who are my greatest investment.

Last year, I opened Moonshot HR Consulting as a dream project to support teenage children develop self-awareness skills. My goal has been very simple. I want to arm the next generation of leaders with skills that they can translate into the workforce. Skills that will help them practice kindness and help them connect with others.

I have seen a lot in the last two decades practicing Human Resources. I have seen young professionals enter the workforce with bright-eyed dreams for the future. I have seen first-time managers lacking confidence in leading new teams. And most of all, I have seen senior leaders sit around a table with the overconfidence to end battles (yes, a bit overexaggerated). But time and time again, what I have not seen is genuine confidence in building human connections. Real connections. **Even at the most senior professional level.**



Now as a parent of a teenager these days, I am in a constant tug-of-war with being able to spend quality time with my child when the internet dominates his time, energy, and focus. In no fault of his own, because both education and social connections enabled through the internet are critical success factors to his and other school-age children today. However, in the age of rising AI, there is one thing for sure I know that will always win. That is making **space to prioritize real human connections**.

So, how do we build genuine confidence to connect with others? It begins with knowing ourselves. That means overcoming our fear about our shortcomings. Letting go of self-doubt. Embracing kindness to ourselves. In this piece, I lay out a few steps to build social connections that can be practiced at home, at family events, and at work. These experiences will help shape the next generation of leaders, our children. So, let's get started.



Step One: Get to Know Yourself

Over the course of my career, I have coached hundreds of colleagues at all professionals on a fundamental skill; self-awareness. What I have learned is that unfortunately, as we get older, we begin to live in a reactive mindset and slowly our awareness around our joys and triggers fade away. These lived experiences translate into our relationships at home and at work. We forget what we value, what interests us, and fail to understand how the people around us – *experience us*. Slowly, these behaviors become a pattern, and we forget who we really are.

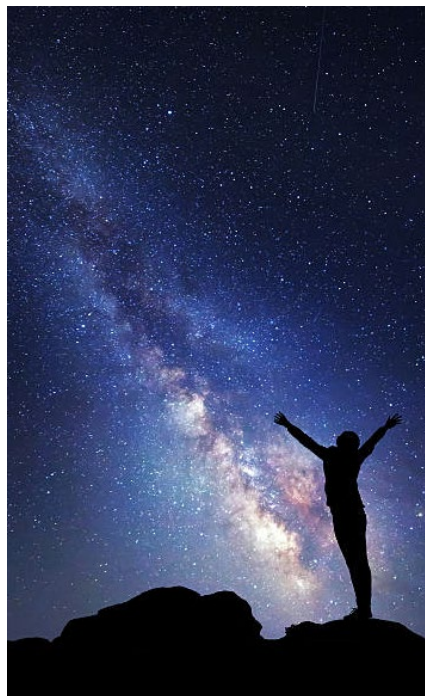
So, I ask you today, what is your North Star? What are those defining moments through your life that brought you the most joy? Really think about this. Now write them down. What this does is help you understand your patterns and habitual responses to thoughts and situations.

As a mom, I tell my kids to journal their trigger points. And there are plenty of them as I raise two opposite personalities. What this does is help them understand in real time what points, people, or situation trigger their emotions, creating a negative mindset.

You're probably wondering how this connects to social connections. It's simple. When we can effectively identify with our emotions, we can build genuine confidence to relate to others. When our emotions are regulated, we provide ourselves with a safe space for positive self-talk. Which leads me to step two.



Step Two: Practice Self-Kindness



Have you ever walked into a social gathering alone? It's scary, right? Every fiber inside you is anxious, excited, and there is a profound discomfort that hits you all at once. How do you overcome that? Start by practicing kindness to yourself. Remember that there are others at the same event that likely feel the same way. Here is a trick I use when I walk into a new space, whether it is a presentation at work or a social event:

I start with self-affirmation statements. Each statement starts with "what if." Meaning, what if I learned something new today? What if I picked up a new best practice from a stranger? What if I got to meet a new connection that could lead to a lifelong friend? These simple yet powerful words keep me grounded and my nerves in check. They bring a sense of excitement to learn about someone else. To hear their lived experiences. To understand their story. They help me understand that there are others in the room who, like me, are new to the event and are eager to hear my story, learn about my experiences, and create new lifelong connections. We all have a story and that is our greatest connection. For me, these what if statements serve as a gentle reminder to practice kindness to myself before I walk into a new space. It connects the dots on how I practice self-awareness and how I show up for others.

Step Three: Create Meaningful Dialogue

I pause before starting a conversation. Yes, you read that right. What this does is give me a few seconds to remind myself that the conversation is not about me. It is about my participation partner. This small act serves activates my listening skills so that the conversation can be authentic. So here are a few other tricks that help me create connections with others:

When trying to create a new connection or add value to an existing connection, remember to start with simple observations. What is it that your conversation partner likes to talk about? What are their core values? These will come up in conversations – so take note. Remember the small moments where they demonstrate emotions through facial expressions or body language. That will help you connect what matters most to them.

Be open to sharing about yourself. What keeps you up at night? What skill did you just learn that you're excited to talk about? What are some personally meaningful best practices you are willing to share with this connection?



Bringing it all Together



I started this piece with a personal story and I'll bring it full circle for you now. For many years, I kept my head down at work and at school. I did exactly as I was told. I didn't share my perspective out of the fear of being retaliated against. I had created this false sense of believing that my perspective did not hold weight; my story didn't matter.

Then my world changed. I had a mentor who believed my words mattered. She gave me the confidence to have a voice. But the best part is that she gave me the confidence to know myself, first. I made the connection that how I feel about myself is how I give back to the people around me, and everything changed.

My career took off. I became a business owner. I built a network of connections that I can reach out to anytime I need guidance as a parent or as a professional. And those same people know they can count on me for the same.

It all started with a connection. It took off when I showed others I wanted to hear their story and share mine. As Jung promised in his famous quote, these relationships – starting with my mentor – transformed me.

I am writing to share this gift, and to tell all of you that it is my dream to share with our next generation, our children, the same skills my mentor taught me. I have developed a series of modules on The Power of What-Ifs, covering self-awareness and social awareness, driving home the reality that how you show up matters. By helping children harness their unique presence in the world, we can empower them to fulfill their potential and their dreams as they launch into adulthood. Building connections – real connections – so as they progress through adolescence the narrative they write about themselves can change, too. It will make all the difference in the choices they make in their lives!

How can you and I work together to instill this in our future leaders?



Jyoti Marwaha is a compassionate, energetic, and results-oriented human resources professional with more than a decade of progressively responsible roles in state and federal government, financial services, healthcare, and K-12 education. A successful influencer enabling a people-focused mindset, she is seeking to give back by working with educators, parents and students to prepare our next generation for successful, satisfied lives full of robust, thriving, nurturing relationships.



Legacy is the official journal of The Worthy Educator, elevating the good work being done by leaders in education who are working to change the narrative on the profession and actively plan for impact that transforms its future to serve the needs of a diverse, decentralized, global society that is inclusive, equitable and open to all people as next generations adapt, evolve and contribute by solving problems and creating solutions that meet the needs of a world we have yet to envision.

Submissions are accepted on a rolling basis from educators who are implementing new and innovative approaches in the classroom and at the building and district levels. Information on specifications and instructions to submit can be found online at theworthyeducator.com/journal.