



SEASON 1, EPISODE 4

Flexibility & Adaptability

by Leigh Anne Hoes

DISCUSSION GUIDE

In this episode, Leigh Anne Hoes shares how flexibility and adaptability shaped her TSA experience and helped her navigate the unexpected twists of life—from running for office and performing improv theater to switching careers and discovering new dreams. Whether stepping into new leadership roles, moving to a new state, or adjusting her plans mid-performance, Leigh Anne shows that being adaptable isn't about having all the answers—it is about having the courage to keep going, keep growing, and keep learning. Her story reminds us that when you are willing to take that first step out of your comfort zone, amazing things can happen.

DISCUSSION QUESTIONS

Middle School

1. Leigh Anne says her journey started by taking “just an inch” outside her comfort zone. What is one small risk you have taken that helped you grow?
2. She describes flexibility as learning to adapt when things don't go as planned. What is a time something didn't go how you expected—and how did you handle it?
3. Leigh Anne talks about learning through improv at the Renaissance Fair. How can being open to change help you in competitions or TSA activities?
4. When her group finished early during a conference activity, Leigh Anne had to decide what to do next. How would you decide what is best for your team in that kind of moment?
5. Think about a time you had to try something new or uncomfortable. What did you learn about yourself?

High School

1. Leigh Anne says, “You only grow as much as you allow yourself to.” What does this quote mean to you, and how can you apply it to your TSA journey?
2. She lost a national officer election before later winning. How have you shown resilience after a setback or disappointment?
3. Leigh Anne talks about being flexible when working with large groups and audiences. How do you adapt your communication or leadership style based on who you are working with?
4. From musical theater to real estate, her career path wasn't linear. What does Leigh Anne's story teach you about being open to change in your future?
5. She encourages listeners to “celebrate your wins.” How do you recognize your own growth and accomplishments, even when things don't go perfectly?

Optional Extension Activity

Flex Your Adaptability.

- Create a short reflection (written, video, or visual) that shows a time you had to adapt or change your plan.
- Include what happened, how you responded, and what you learned. Then answer: “What is one way I will stretch my flexibility this year—in TSA, in school, or in life?”