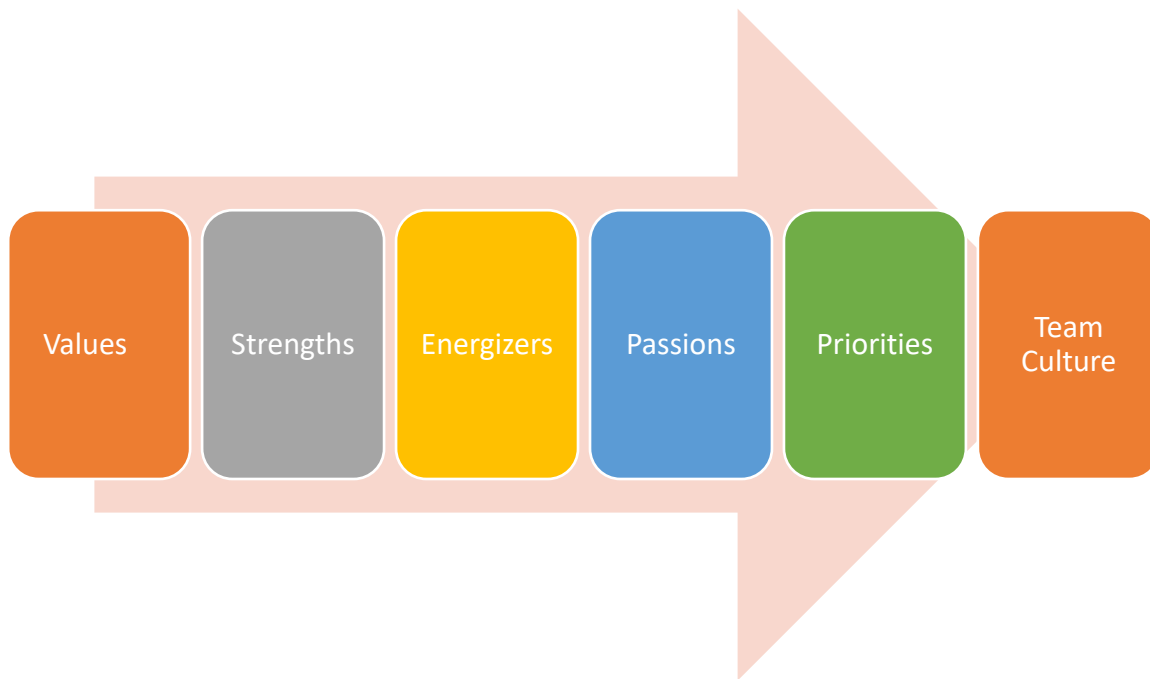


Defining Purposeful Work



Values: Values are who we are. Not who we would like to be, not who we think we should be, but who we are in our lives, right now. Our values represent our unique and individual essence, our ultimate and most fulfilling form of expressing and relating. Our values serve as the compass pointing towards what it means to be our true self. When we honor our values on a regular and consistent basis, life is more fulfilling and purposeful.

Beyond the physical requirements of food, shelter, and community, what must you have in your life in order to be fulfilled? What do you need in your life to be the best version of yourself? Creative self-expression? Adventure? Partnership? Autonomy? A Sense of Accomplishment? Connection? Security?

List your 3 to 5 MUST HAVEs that need to guide your personal and professional decision making:

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Strengths: Our strengths are the combination of our natural way of thinking, feeling, and doing (Talent) combined with the time we spend practicing developing our skills and building our knowledge base (Investment). A strength is defined as our ability to consistently provide near perfect results. We all have strengths and when we lean into our strengths, we are 6X more engaged in the work we do and 3X more likely to have the work-life integration we are looking for.

List your top 3 to 5 Strengths:

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Energizers: Doing work that provides us the opportunity to get into a flow state is the ideal. However, over time we can get really good at work and activities that do not provide us with energy and sometimes even drain the energy from us. Identifying the activities that enable us to operate in our areas of genius and provide us energy simply from the work itself is important.

List the 3 to 5 activities that provide the opportunity to be at your best and get energized by the process:

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Passions: Defining what matters to us provides the “WHY”. Our “WHY” provides the mental toughness, fortitude, and grit to get work done. Taking the time to understand and appreciate the problems or issues that matter to us is important because that is where meaningful work starts.

- What problems or issues matter to you?
- What problems or issues do you want to be part of the solution for?
- How will you know your life has been well-lived?

List the 3 to 5 problems or issues that matter to you:

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Priorities: We all have a finite amount of energy, attention, and effort. We must focus them and prioritize what matters. Taking the time to reflect on what we are trying to solve for, both personally and professional, will provide the right amount of clarity to focus our energy, attention, and effort.

- How have you DEFINED SUCCESS?
- What are you SOLVING FOR right now?
- What are your SUCCESS CRITERIA?
- What area(s) would have the most POSITIVE IMPACT on your DESIRED REALITY?
- What CHALLENGES or OBSTACLES currently exist for you right now?
- What SUPPORT requirements exist?

List your top 3 to 5 personal and professional priorities that need to guide how you focus your energy, attention, and effort:

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Team Culture: Life is a team sport and our team has a significant impact on our performance and well-being. Taking the time to reflect on the ideal team member and the ideal team environment will pay dividends in our engagement and fulfillment.

Beyond the basic team requirements of being psychologically safe and feeling seen, heard, and valued as a team member, what must you have in your team culture to be fulfilled? What do you need in work environment to be the best version of yourself? Professional Development Opportunities? Autonomy? Advancement? Communication? Comradery? High Quality Team Members? Responsibility? Feedback? Mentoring? Meaningful Work?

List your 3 to 5 MUST HAVEs that need to be part of your work environment and team culture:

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