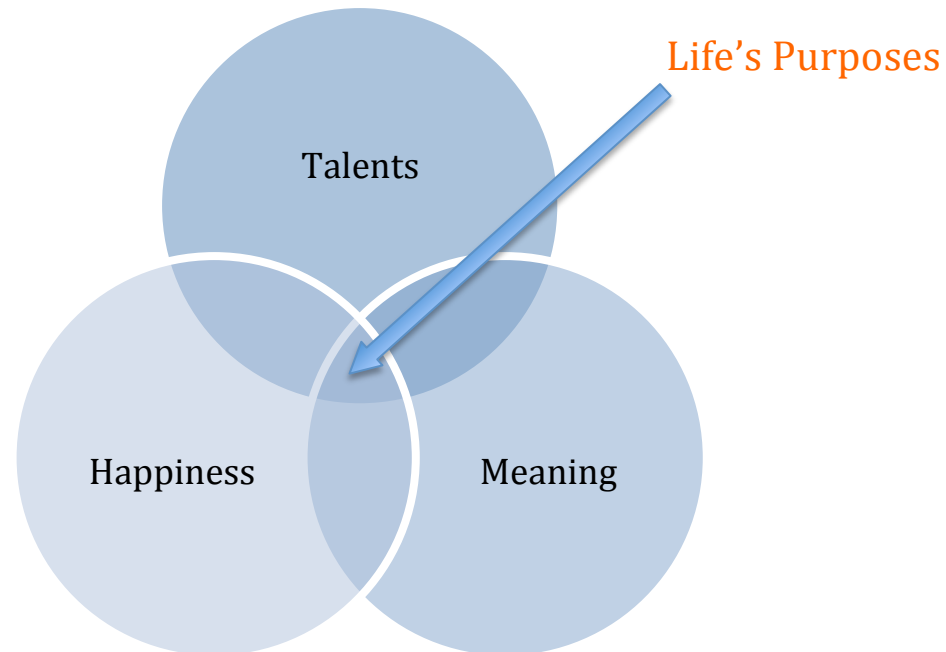




Description	We all have an ego and to what degree we understand those ego desires will effect our ability to be fully complete or to be in service to those never insatchable desires to be noticed, flattered and admired. The ego is that part of us that wants to separate us and disingish us from others. Those desires drive our behaviors until satisfied or move us to disharmony and great discontent. The ego when unbound will often search for comparisons of us verses them. The ego also makes comparison for positive reasons such as when shopping for clothing – quality, appearance, price may be relevant factors. What brand it is as it relates to being being part of an in group or being set appart goes to not helpful. When tamed you will feel more complete, full, stable, harmonious, and collaberative which really needs to happen if you are to find your core purpose.
Purpose / When to use	To identify a set of ego desires and the level of power they have on you at work
Time Allocation	120 to 180 Minutes
Tools	Pens, highlighters & Worksheet

Step-by-Step Instructions:

- Step 1) List your ego desires under each catagory.
- Step 2) Go through the list and decide to what degree does that desire control you
- Step 3) To what degree are you willing to address this desire





Talents

What are the things that you are best at?

List the 5 job functions (tasks) you enjoy most?

Priority Rank

1. _____
2. _____
3. _____
4. _____
5. _____

- _____
- _____
- _____
- _____
- _____

List 5 things you dislike doing most at work? (These may be things you procrastinate on.)

Priority Rank

Can they be delegated

1. _____
2. _____
3. _____
4. _____
5. _____

- _____
- _____
- _____
- _____
- _____

- _____
- _____
- _____
- _____
- _____



Are there situational issues that impact either the job function or dissatisfiers?

To what degree 0 (L) 10 (H)

1. _____	_____
2. _____	_____
3. _____	_____
4. _____	_____
5. _____	_____

What are your 5 best talents / gifts?

Used Daily?

How?

Ways to Improve?

1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____
4. _____	_____	_____	_____
5. _____	_____	_____	_____



Happiness

What makes you happy?

Risk Scale	Tolerates no risk in life (can barely leave the house)				Moderate			Can not get motivated unless your entire net worth is at risk every day.		
How much risk do you like / need?	1	2	3	4	5	6	7	8	9	10

Management Spectrum	Abdicator of all supervision (couldn't bear the thought of manage anyone. Might check in on a subordinate once a year to ask how things are going.)				Average			Dictatorial control freak micro-manager (Might as well do all subordinates' jobs.)		
How do you like to manage others?	1	2	3	4	5	6	7	8	9	10

Attention Spectrum	Very distracted. Every new shiny object catches your attention.				Adaptive			Very rigid once you have a plan it is difficult to move you in another direction. Stay the course.		
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How focused are you?	1	2	3	4	5	6	7	8	9	10
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Change Spectrum	Very little change. Want to keep with the status quo.				Moderate		Likes starting new things and solving those issues but once it becomes routine tires.			
How critical is newness to your role?	1	2	3	4	5	6	7	8	9	10

Optimism Spectrum	Very pessimistic - A tendency to stress the negative or unfavorable or to take the gloomiest possible view				Balanced		Very Optimistic - One who usually expects a favorable outcome.			
How Optimistic are you?	1	2	3	4	5	6	7	8	9	10



Personal Character Traits	Low / Introvert					High / Extrovert				
	1	2	3	4	5	6	7	8	9	10
Need for Control	1	2	3	4	5	6	7	8	9	10
Introvert / Extrovert	1	2	3	4	5	6	7	8	9	10
Patience	1	2	3	4	5	6	7	8	9	10
Attention to Detail	1	2	3	4	5	6	7	8	9	10

Structural Questions

What is the perfect number of hours to work a day? _____

How many days per week are ideal? _____

How many direct reports? _____

How many total employees? _____

How many partners? (Private, Owner Operator, Private Equity, Public Etc...) _____



Looking at your lifeline what are your happiest & / or most meaningful moments in life? (These moments should be what is known as in the zone. The zone is the point at which the challenge and skill intersect. If the challenge is to great you got frustrated if you had too much skill you became board.)

List your life's in-the-zone moments

What Affinity do you notice?

- | | |
|----------|-------|
| 1. _____ | _____ |
| 2. _____ | _____ |
| 3. _____ | _____ |
| 4. _____ | _____ |
| 5. _____ | _____ |
| 6. _____ | _____ |
| 7. _____ | _____ |
| 8. _____ | _____ |

What Affinities do you find in common among these in-the-zone experiences?

Rank Order

- | | |
|----------|-------|
| 1. _____ | _____ |
| 2. _____ | _____ |
| 3. _____ | _____ |
| 4. _____ | _____ |



Meaning

What brings you meaning?

Who are those people that you care about what they really think of you?

Who	Relationship	Why	How much time do you spend with them?
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____
_____	_____	_____	_____



What kind of impact would you like to have on other people’s lives?

List the kinds of Impacts

Who

How does this bring you meaning?

1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____
4. _____	_____	_____
5. _____	_____	_____
6. _____	_____	_____
7. _____	_____	_____
8. _____	_____	_____

List the 5 most important issues that faces the world and humanity that interest you?

Priority Rank

Do you want to do something about it?

What would you spend out of \$10 Million on each?

1. _____	_____	_____	_____
2. _____	_____	_____	_____
3. _____	_____	_____	_____
4. _____	_____	_____	_____
5. _____	_____	_____	_____



What adversity have you experienced that you have overcome?

How might you support others in overcoming similar adversity?



What are the six values that you discovered from the values assessment exercise?

Value	Definition	Rank Order
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____
_____	_____	_____

How do your values inform the meaning of your life?



What meaning did you gain from your eulogy exercise that you should consider important?

List the top 5 things that bring you meaning in priority order?

Rank Order

1. _____
2. _____
3. _____
4. _____
5. _____

- _____
- _____
- _____
- _____
- _____



Affinity Group Mapping

Take the top five items from each of the sections and put them in priority ranking. Then using highlighters connect those that belong together and intersect at your core purpose.

Talents

Happiness

Meaning

1.	1.	1.
2.	2.	2.
3.	3.	3.
4.	4.	4.
5.	5.	5.

If the world at-large could benefit from your talents, how would they benefit?

How would they access your talent?

How might you make your talent more available to the world?



How could you do that to bring you great happiness?

Write your core purpose statement: