



A Truer Way to Work, Lead & Succeed Without Burning Out

Name

AdrianDParker.com/Ride

REFLECT

1. This change journey is important to me because:



2. Reflecting on the past 12 months:

Circle one response per line

Agree Disagree

It is safe to be myself at work.

Agree Disagree

I have fun and enjoy what I do most days.

Agree Disagree

I prioritize time for passions, mindfulness, physical activity, spirituality, etc.

Agree Disagree

I have a trustworthy coworker or group that I can talk things out with.

Agree Disagree

I would reapply for the job I have today.

3. Imagine it's 12 months in the future and respond to the following:



My work life is successful because I overcame these challenges:

1. _____
2. _____
3. _____

My personal life is healthy because I addressed these challenges:

1. _____
2. _____
3. _____

4. What do other people say is my #1 priority?



Name

Response

Name

Response

Name

Response

5. For this transformation to be successful...



Michelin must do this with excellence: _____

Marketing must do this with excellence: _____

I must do this with excellence: _____



INSPECT

6. The 4 Tensions of Mental Integrity

HAPPINESS

Self _____
 Family _____
 Work _____
 Community _____



Feelings of pleasure or contentment about your life.

ACHIEVEMENT

Self _____
 Family _____
 Work _____
 Community _____



Favorable accomplishments you strive for.

SIGNIFICANCE

Self _____
 Family _____
 Work _____
 Community _____



The sense you've made a positive impact on people you care about.

LEGACY

Self _____
 Family _____
 Work _____
 Community _____



Using your values or abilities to help others find future success.

Instructions

1. **Take an inventory** of what your personal success looks like using the framework above.
2. **Quickly jot down examples** of your successes in each section. *(Tip: You don't have to come up with one for every item in every circle—this is just a quick sketch of your beliefs about yourself, not the full picture.)*
3. **Don't spend time worrying** about whether you should put a particular success next to a particular item. Some achievements and milestones might fit in multiple sections. Just work with your first impulses.

Discussion

1. As I inspect the "4 Tensions of Mental Integrity", the one I struggle with the most is:
 HAPPINESS ACHIEVEMENT SIGNIFICANCE LEGACY
2. Are some areas empty or too full?
3. Where is my time going? Does it align with what brings me happiness?
3. Am I over-relying on one area?
4. How does my current alignment make me feel?

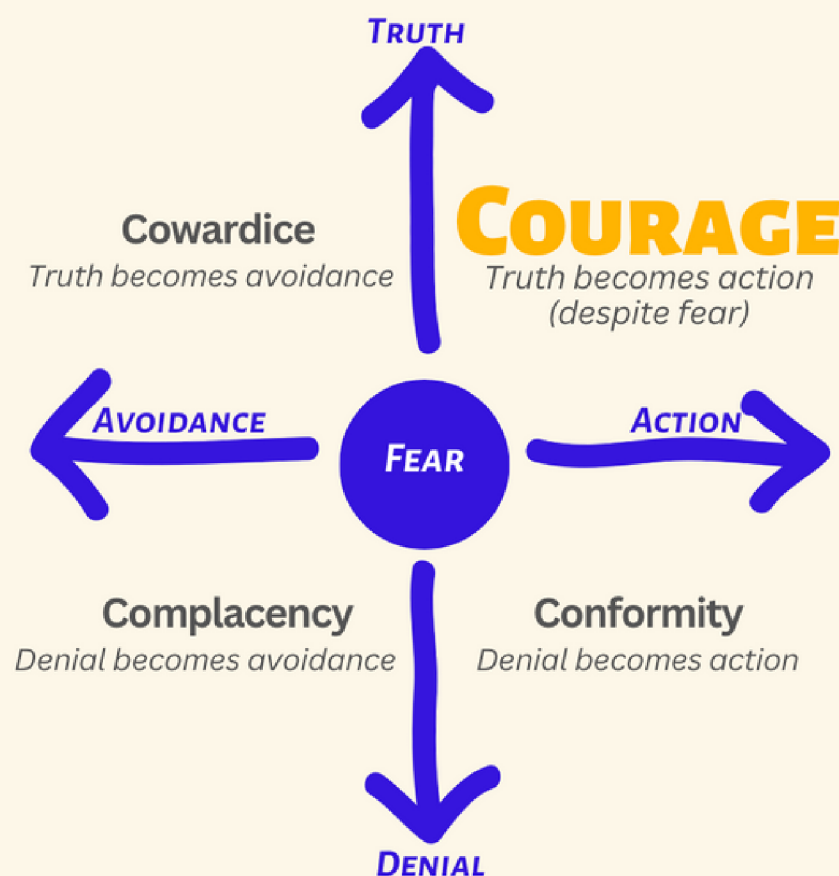


🧠 DECIDE



🔧 EMPOWER

7. How do I respond to fear?



COURAGE
When inner strength becomes outward action

COWARDICE
Fleeing & failing to face difficulty

COMPLACENCY
Lack of awareness that leads to lack of action

CONFORMITY
Make agreeable by making identical

According to my Courage Quiz results, I'm

How might this impact my mental health?
How could this impact my response to change and transformations?

A more courageous version of me would pick this 1 skill to focus on this year:

8. Courageous Transformation

10 courageous questions I will ask myself and my team in the next 30 days:

Questions for myself

1. What am I really afraid of?
2. How will I feel 1 year from now if things are the same as they are today?
3. Am I the right person for the role I have now? Why?
4. If someone took my position today, what's the first thing they would do, change or stop?
5. What's the thing I do, or don't do, that most gets in the way of my goal?

Questions for my team

1. What is our biggest unresolved problem? Why hasn't time, energy or effort solved it?
2. What activity or initiative do we love that might not be working?
3. How much effort do you spend trying to fit in here?
4. If you took my position today, what's the first thing you would do, change or stop?
5. What's the thing we do, or don't do, that most gets in the way of our goals?