

flourish

Have It All Without
Losing Yourself

WORKBOOK

DR. RACHEL TALTON

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Introduction

*“Our deepest fear is not that we are inadequate.
Our deepest fear is that we are powerful beyond measure.
It is our light, not our darkness that most frightens us.
We ask ourselves, ‘Who am I to be brilliant, gorgeous, talented, fabulous?’
Actually, who are you not to be?”*

Marianne Williamson

I want to take a moment to welcome you to what I hope will be an experience of deep reflection and personal and professional growth that we embark upon together. And as we enter into this journey, I’d like for you to relax, grab a cup of tea or glass of wine, and take just a moment to reflect. Take a deep breath and close your eyes. As you breathe in and out, focus this moment on a time in your life when it seemed that everything was going well. When did you feel that things were moving forward positively on all cylinders? Not just professionally, but personally as well. Take yourself back to be present in that moment again.

As you reflect for about 90 seconds, I’d like for you to conclude with a short exercise. Write down what elements of flourishing came to mind for you. What parts of your life came into sharp focus? Are these themes the highlights, where you were not only successful (whatever that means to you), but also joyful? Were you ascending to exciting new areas of leadership in your career? Were you just embarking on a new relationship, and feeling so in love that you were invincible? Did you just have your long-awaited first child, and everything—just everything—seemed perfect? Were you engaged in a spiritual journey that would lead you into truly exploring your purpose in life, and were you actualizing, or even already living that purpose? Did you just win the biggest contract in the history of your business? Were you just recognized for your contributions by the leading industry organization? Did you feel confident, brilliant, purposeful and joyful? And even though there were challenges, did you feel you could overcome them with the right plan, the right team, the right resources, and the right ideas? Think about the parts of your life that supported what came into clear focus in your reflection.

Just take a moment to jot down what “flourishing” meant for you during that time.

It’s so important to be crystal clear about how flourishing shows up in your own life before I share the scientific definition, or how I came to define flourishing. Or even what flourishing might mean to the rest of the world. Just know that you, and every reader who invests a moment of their time to reflect here, will have a unique definition of how "flourishing" manifests in their lives. That is not only perfectly acceptable, it is encouraged.

Chapter 1

Flourishing: A Journey Not a Destination

“I think you can have it all. You just have to know it's going to work.”
Tory Burch

We Have it All – But We’ve Lost Ourselves

Our journey together will begin with an exploration of what it means to have it all: a flourishing family, professional success as expressed by our exceptional impact in our respective organizations and industries, thriving in our physical, mental, spiritual and emotional health, and creating a legacy of service beyond our lifetimes. Many of us are doing much of this already, to varying degrees, or striving and planning to — yet we’ve invariably lost pieces of ourselves in the process, largely due to constantly donning what I call The Golden Mask.

To flourish is to “grow luxuriantly.”

Close your eyes for 10 seconds. Imagine your life if you were "growing luxuriantly." Write the first five words that come to mind. Then describe why those words evoke luxuriant growth.

Chapter 2

Flourishing Matters: Our Legacy of Advocacy

“I have one purpose in life. To flourish and to help others do the same.”

Dr. Rachel

Who was the most important mentor in your life? How has that person helped shape your beliefs, and your behaviors?

Describe the most difficult challenge you've faced, and how you overcame it.

Think about your own Golden Mask - don't worry, we all have them. How has wearing this mask served you? How has it created barriers to success? Barriers to authentic happiness and wellbeing?

Chapter 3

Building Your Castle: The Mask and the Mirror

“Know Thyself”

Plato

Delineating Your Core Values to Flourish

Integrating the most important elements of our lives means starting with a set of values that are the foundation of our self-efficacy. These values propel us. They become our why. They are at the core of our motivations, personalities, our drive for success (or lack thereof) and our desire to contribute significantly to the world around us. Before we move forward with evaluating our current state, let’s uncover our core values. Some of you will have done similar exercises in the past; I certainly have. However, today, enter into this endeavor with a fresh perspective. Evaluate the values that are at the core of your being today, and the person you aspire to be. This exercise has been adapted from numerous instruments used to assess values, and is based on the research of a colleague and dear friend, Dr. Richard Boyatzis, whose groundbreaking body of work focuses around resonant leadership and emotional intelligence. Dr. Boyatzis cites the work of M. Rokeach, described in *The Nature of Human Values*, New York: Free Press, 1973, as an original arbiter of his values instrument.

Herein is a list of values, beliefs, principles or personal characteristics for you to consider. Feel free to add to the list, if you do not see a value articulated here that is important to you. The following should help you distinguish which are most important as guiding principles.

First, you will identify the twelve values that are most important to you, and mark them with an asterisk.

List of Values, Beliefs, or Desirable Personal Characteristics

ACHIEVEMENT (a sense of accomplishment, success, or contribution)

ADVENTURE (new and challenging experiences)

BEAUTY (aesthetics in nature, art, or life)

CHEERFUL (joyful)

COMPETENT (capable, effective)

COMFORTABLE LIFE (prosperous or easy life)

COURAGEOUS (standing up for beliefs)

DISCIPLINED (self-controlled, restrained)

EQUALITY (egalitarianism in life, equal opportunity for all)

FAME (being famous, well known)

FAMILY SECURITY (nuclear and/or extended family that is safe)

FREEDOM (independence, autonomy, free choice, self-reliant)

HAPPINESS (contentedness)

HELPFULNESS (assisting others, improving society)

INTEGRITY (honesty, sincerity, genuineness)

INTELLECTUAL (conceptual, abstract, or symbolic)

LOVING (affectionate, tender)

MATURE LOVE (sexual and spiritual intimacy)

ORDER (tranquility, stability, conformity)

PERSONAL DEVELOPMENT (personal growth)

POLITE (courteous, well-mannered)

RECOGNITION (social recognition, respect from others, status)

RESPONSIBLE (dependable, reliable)

SELF-RESPECT (self-esteem, pride, sense of personal identity)

WISDOM (understanding life, discovering knowledge)

AMBITIOUS (aspiring to promotion or progress within career)

AFFECTION (love, caring)

BROAD MINDED (open-minded)

CLEAN (tidy, sanitary)

COMPETITIVENESS (winning, taking risks)

COOPERATION (working well with others, teamwork)

CREATIVITY (being imaginative, innovative)

ECONOMIC SECURITY (steady, adequate income)

EXCITING LIFE (a stimulating or challenging life)

FAMILY HAPPINESS (nuclear and/or extended family that is happy)

FORGIVING (willing to forget a judgment of others)

FRIENDSHIP (close relationships, companionship)

HEALTH (being physically and mentally well)

INNER HARMONY (being at peace with yourself)

INVOLVEMENT (participating with others, belonging)

LOGICAL (rational)

LOYALTY (duty, respectfulness, obedience)

NATIONAL SECURITY (protection from attack)

PEACE (a world at peace, without war or conflict)

PLEASURE (fun, laughs, an enjoyable, leisurely life-style)

POWER (control, authority, influence over others)

RELIGION (strong religious beliefs)

SALVATION (eternal peace)

WEALTH (making money, getting rich)

Second, identify the ten that are most important to you, and write them on the list provided here.

Ten Most Important Values

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

Third, you will identify the top five that are most important to you. As a final step, you will rank each of the five from 1-5, with “1” being the most important value to you and “5” being the least important of the five principles you selected.

Top Five Core Values

Most Important Value #1: _____

Ranked Important Value #2: _____

Ranked Important Value #3: _____

Ranked Important Value #4: _____

Ranked Important Value #5: _____

The reflection and action required to identify, articulate and commit these values to writing is quite powerful. These principles illustrate who you are at your core, and are your foundation. You will use them to create your plan for each flourish dimension. Take a moment to review the top five values you have identified. Now, choose the top three of those, and commit to writing below how these are currently demonstrated in your daily life (i.e. what is the behavioral evidence for this value)? Now, think about what actions you can take immediately to ensure these core values are better evidenced in not only your thoughts, but in your words and deeds.

Values Demonstrated in Daily Life:

Immediate Actions: Expressing My Values in Word and Deed

Now that you have an understanding of the six currencies of flourishing and have identified and ranked your core values and principles, let's utilize those values as our why as we flourish forward. Just for you... and for those you serve and support.

Chapter 4

Synergies in the Great Room

*"The single biggest problem in communication is the illusion that it has taken place."
George Bernard Shaw*

Take just a moment to reflect on elements of your personal and professional relationships that you can celebrate. What are you most proud about regarding the Synergies in your life?

As you reflect on your personal and professional relationships, what areas of opportunity for improvement exist? What elements of your relationships would you work on first?

So the question becomes, how can you make this great room – and your relationships – more meaningful, more gratifying, more edifying and more lasting? We know that the power of relationships in our lives is extremely important to our ability to flourish. But, let's be clear about our definition of synergy as we use it to define relationships.

FlourishForward Synergy Mini-Assessment

Here are a few of the questions from the FlourishForward Assessment which allow you to immediately evaluate: which areas you might celebrate, and where there are opportunities for improvement in your relationships. Take a few moments to complete this assessment. It will help you understand where you sit on the flourish continuum, as it relates to the Flourish Synergy Dimension.

This wheel contains sections that, together, represent one way of describing your satisfaction with the elements of your personal and professional relationships at this point in time. This is a current-state evaluation, and its highest use is to discover areas to improve, and areas to celebrate.

Place a dot on the line at zero (closest to the center of the circle) for the relationship area in question if you are not at all satisfied with that area. Place a dot on the line at 10 (on the circumference of the circle) if you are completely satisfied with that area of your relationships. I have given a comprehensive description of each area in the table below.

Once you have completed the exercise, you will have a visual depiction of the areas that are strong, and in contrast, those which are in need of immediate attention. The areas in which your scores are high should be celebrated, however, they still may require ongoing attention in order to maintain or increase the health of those relationships. Finally, the areas in which you find any ambiguity or uncertainty will absolutely require attention to clarify elements like trust, communication, time investment, collaborative problem solving and support.

Before you begin the exercise, please close your eyes for a moment and take five (yes, five) slow, deep breaths and contemplate your relationships. This simple exercise will help to center and ground you for the reflection required for this assessment.

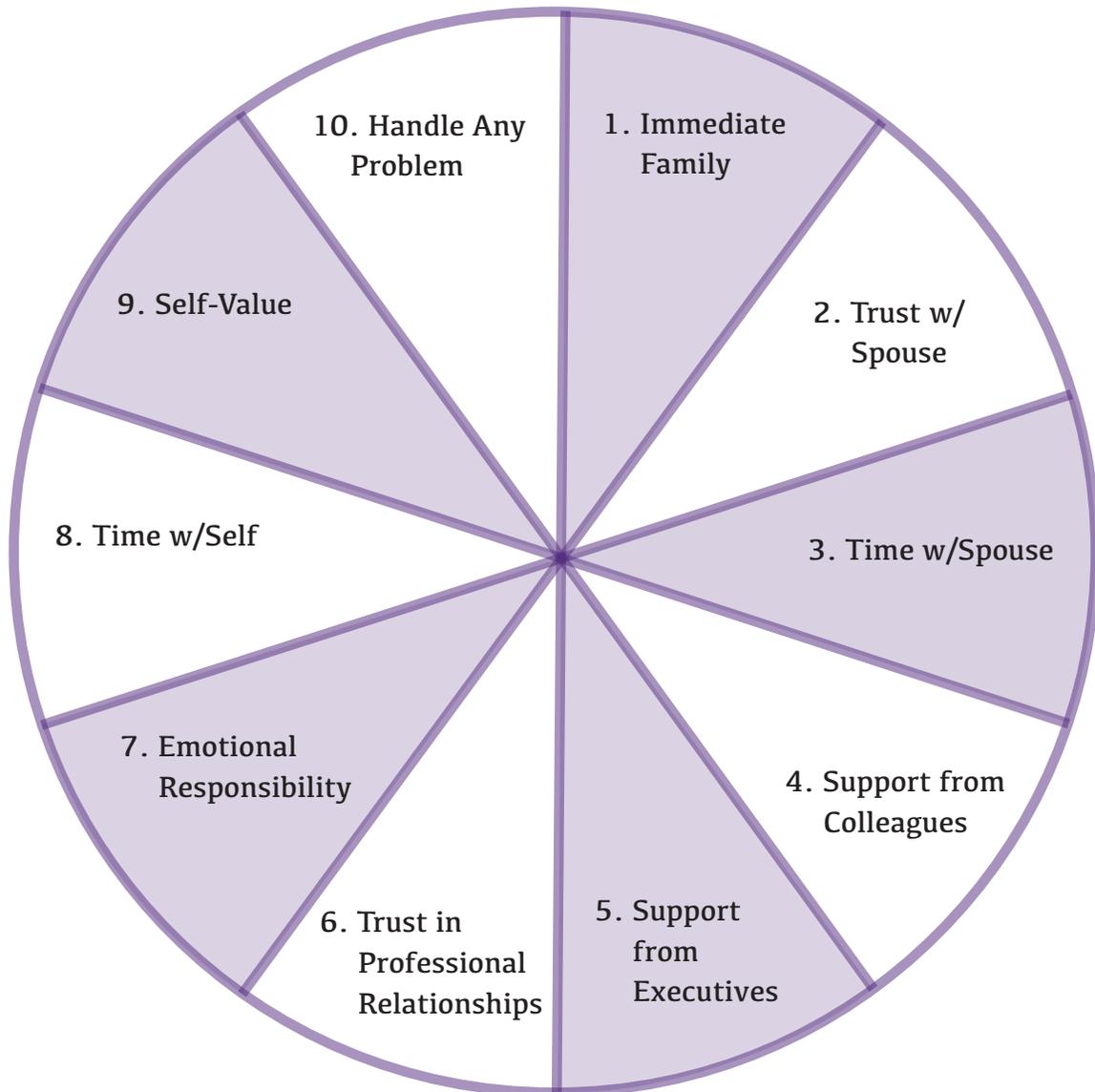
Flourish Wheel of Synergy (Relationships)

1. _____ Overall, I am satisfied with the closeness of my relationships with immediate family. For example, warmth, acceptance, empathy and shared values.
2. _____ I am satisfied with the level of trust in my relationship with my spouse or partner.
3. _____ I am satisfied with the time I invest with my spouse and the time he/she invests with me.
4. _____ I am satisfied with the level of support I receive from my business colleagues and direct reports.
5. _____ I am satisfied with the level of support I receive from the executives to whom I report.
6. _____ I am satisfied with the level of trust in my professional relationships with colleagues, both internal and external to my organization.
7. _____ Overall, I am pleased with my level of emotional responsibility (i.e. not expecting others to make me happy, fulfilled, etc.).
8. _____ I am satisfied with the amount of time I invest with myself.
9. _____ Overall, I am satisfied with my level of self-value.
10. _____ In general, I believe my immediate family and circle can handle any problem we might face together.

**Note: the full FlourishForward Assessment is available at www.flourishforward.co.*

** The FlourishForward Assessment is intended as a tool for self-exploration and has not yet been scientifically validated.*

Flourish Wheel of Synergy (Relationships)



Chapter 5

Work and Wealth: A Sanctuary for Success in the Study

“You will be as much value to others as you have been to yourself.”

Marcus Tullius Cicero

Do you have a three-year career strategy that is up to date, taking into account your current skills, passions, talents as well as the changing marketplace? Have you managed your debt to your satisfaction? Do you have more than one stream of income? If not already, do you want to? If you own a business, do you have a solid exit strategy? A one page business plan? A profitability model that incorporates growth, year over year? What are some of the business lines, products, vendors or business partners that you wish to re-evaluate and perhaps prune?

Take just a moment to reflect on elements of your work and your wealth that you can celebrate. What are you proud about regarding the Success in your life?

As you reflect on your work and wealth, what areas of opportunity for improvement exist? What elements of your career or business would you work on first? What areas of your financial strategy would you work on first?

FlourishForward Success Mini-Assessment

Take a few moments to complete this assessment. It will help you understand where you sit on the flourish continuum, as it relates to the Flourish Success Dimension. This wheel contains several sections. Together, they represent one way of describing your satisfaction with elements of your professional and financial success. This is a current state evaluation, intended to discover areas to improve, and areas to celebrate.

Again, you'll place a dot on the line at zero (closest to the center of the circle) for the relationship area in question, if you are not at all satisfied with that area. Place a dot on the line at 10 (on the circumference of the circle) if you are completely satisfied with that area of your success. I have given a comprehensive description of each area in the table below.

Once you have completed the exercise, you will have a visual depiction of the areas in need of immediate attention. The areas in which your scores are high should be celebrated, however, they still may require attention in order to maintain or increase the health of those relationships. Finally, the areas in which you find any ambiguity or uncertainty will absolutely require attention to clarify elements like trust, communication, time investment, collaborative problem solving and support. Before you begin the exercise, please close your eyes for a moment and take five (yes, five!) slow, deep breaths and contemplate your professional and financial success. This simple exercise will help to center and ground you for the reflection required for this assessment.

Before you begin the exercise, please close your eyes for a moment and take five (yes, five) slow, deep breaths and contemplate your relationships. This simple exercise will help to center and ground you for the reflection required for this assessment.

Flourish Wheel of Success (Professional and Financial Success)

1. _____ Overall, I am satisfied with my level of success in my business and/or career at this point.
2. _____ I am pleased with the trajectory of my career and business growth.
3. _____ I have a current business and/or career strategy that has been vetted by a mentor.
4. _____ I am diligently following my business and/or career plan and I am on track to meet my professional goals.
5. _____ I am satisfied with the level of accountability, guidance and leadership provided by my professional mentor(s) and sponsor(s).
6. _____ I am satisfied with my annual income – it is more than enough to live a flourishing life.
7. _____ I am satisfied with my financial plan for wealth, and the investment portfolio I have today.
8. _____ Overall, I am pleased with my management of issues of debt, credit and insurance.
9. _____ I am a continuous learner, and have sought to increase my knowledge, skills and education consistently throughout my life.
10. _____ I have a clear definition of what success means to me and I am living a successful life.

**Note: the full FlourishForward Assessment is available at www.flourishforward.co*

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Flourish Wheel of Success (Professional and Financial Success)



What three areas need immediate attention?

1. _____
2. _____
3. _____

What three areas should be celebrated?

1. _____
2. _____
3. _____

FlourishForward Tip (take immediate action and check in within three days): What is the first thing you will do to address immediate areas of concern? How might you have the most impact with the least stress? (Maybe this means you will take some time to clearly and concisely define professional and financial success for you, or if you have business/career and financial plans already, how might you update, improve or enhance them)?

Chapter 6

Work and Wealth: A Sanctuary for Success in the Study

*“You yourself, as much as anybody in the entire universe,
deserve your love and affection.”*

Buddha

Having worked with thousands of high-achieving women, our research shows us that, of the six dimensions, self-care is often the area of highest concern. Given that, what would you do to enhance this room in your castle? Would you increase the amount of exercise and sleep you allow yourself? Would you improve your nutrition regimen? Would you manage stress differently, and take more vacation time? Would you take that time simply to relax and explore, or otherwise use it differently? Perhaps you would you give yourself a new look, updating your personal brand and style? In addition to the things you would do differently, what are some of the things you would stop doing in order to improve your care for self? What are the things that you are really, truly happy with, and are the things you want to make sure you recognize and keep doing because they are serving you?

Take just a moment to reflect on elements of self-care that you can celebrate. What are you proud about in this area?

As you reflect on your self-care, what areas of opportunity for improvement exist? What elements of wellness, sleep, personal brand and style or relaxation/rejuvenation would you work on first? What areas of you stress reduction would you work on first?

Additionally, to build personal brand and style, Tom Peters suggests that we leverage what differentiates us, develop a personal and professional brand story and message, and understand and articulate our unique power. I would also add that you align all of these with your unique value and values, and ensure that those values specifically includes excellence. William Arruda has excellent advice for this. He states that you can build a personal mission statement as a critical piece of your personal brand by linking the following three elements: The value you create + who you're creating it for + the expected outcome.

For example: My mission is to use my passion and expertise in leadership, research and strategy to equip hundreds of organizations, and millions of women, to flourish in their careers, businesses and lives.

What is your personal mission statement?

FlourishForward Self-Care Mini-Assessment

Take a few moments to complete this assessment. It will help you understand where you sit on the flourish continuum, as it relates to the Flourish Self-Care Dimension. This wheel contains sections that, together, represent one way of describing your satisfaction with elements of your self-care. This is a current state evaluation to discover areas to improve, and areas to celebrate.

Again, you'll place a dot on the line at zero (closest to the center of the circle) for the relationship area in question, if you are not at all satisfied with that area. Place a dot on the line at 10 (on the circumference of the circle) if you are completely satisfied with that area of your success. I have given a comprehensive description of each area in the table below.

Once you have completed the exercise, you will have a visual depiction of the areas in need of immediate attention. The areas in which your scores are high should be celebrated, however, they still may require attention in order to maintain or increase the health of those relationships. Finally, the areas in which you find any ambiguity or uncertainty absolutely require attention in order to clarify elements like trust, communication, time investment, collaborative problem solving, and support.

Before you begin the exercise, please close your eyes for a moment and take five (yes, five!) slow, deep breaths and contemplate your wellbeing. This simple exercise will help to center and ground you for the reflection required for this assessment.

Flourish Wheel of Self-Care

1. _____ Overall, I am satisfied with my level of self-care across each of the elements.
2. _____ I am pleased with the direction of my focus on self-care particularly in areas of concern.
3. _____ I am satisfied with my nutrition plan and my execution of that plan.
4. _____ I am diligently following my exercise protocols to my satisfaction.
5. _____ I am pleased with the quality and quantity of sleep I get nightly.
6. _____ I am diligent with stress management, and I consistently have low levels of stress.
7. _____ I have developed a personal brand strategy, including my personal mission statement, and I live it every day.
8. _____ Overall, I am pleased with my personal style and update it at least once every other year.
9. _____ I rejuvenate, relax and vacation consistently as part of my self-care routine.
10. _____ My surroundings (home, office, car, etc.) reflect my values, excellence and personality appropriately.

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Flourish Wheel of Self-Care



What three areas need immediate attention?

1. _____
2. _____
3. _____

What three areas should be celebrated?

1. _____
2. _____
3. _____

FlourishForward Tip (take immediate action and check in within three days): What is the first thing you will do to address immediate areas of concern? How might you have the most impact with the least stress? For example, you might incorporate at least one of the stress-reduction techniques into your daily habits for 5 minutes, create your personal mission statement and place it where you can see it, find a nutrition, sleep or exercise regimen that works for you, and stick to it for 100 days.

Chapter 7

The Cleansing: Spiritual Enlightenment in the Master Bath

*“We are not human beings having a spiritual experience.
We are spiritual beings having a human experience.”*

Teilhard de Chardin

As you lay on the glorious bed in your master bedroom—one that you’ll be getting much better sleep in, by the way—you reflect on enhancing and improving your self-care. You think about how you’ll feel more energized, more grateful, more confident and more impactful once you have improved some of the areas you’ve identified which require attention. You’re grateful for the areas in which you are already doing very well. You look around and note that perhaps there are ways in which you make this room a better reflection of excellence, and more of a haven for rest and rejuvenation. You think about those stress reduction techniques, and decide which you’ll incorporate daily. You glance over at your closet and think about how you might refresh your look. You choose an exercise plan. Frankly, it doesn’t matter which one, as most of those that are accredited have some benefit and some challenges. Just make sure you check with your doctor first when choosing something appropriate for you. You create a plan to incrementally improving your eating habits. I don’t suggest a fad, rather, invest in shifting to a healthier way of life. You create your personal mission statement, and begin to uncover, reveal and leverage more about your personal and professional brand, first to yourself, and then to the world. Finally, you revel in the improvements you can make without stress or overwhelm.

After this moment of reflection, you arise from the bed and head toward the master bath, which is in the corner of the home that faces due west. As you walk into the room, you are in awe of its grandeur. This room in your castle, the master bath, depicts your spiritual awareness. Carrying the theme from the master suite, golds, taupes and ambers are the colors appointing the room. Cherry wood and marble are the most prominent materials used. A large Jacuzzi tub, placed under a picture window, is surrounded by beautiful plants, luxurious gold candles, and Buddhist artifacts. There is a large marble rain shower, the floors are marble and porcelain, and the bath features two gorgeous sinks – one with a double vanity – and two custom toilet areas.

If this were your own castle, what would be different about the master bathroom? Which colors would be used most, what are the materials you would feature, and why? What artifacts and art would be incorporated? Would there be plants and candles, or a more minimalist feel? If the master bedroom is your refuge, this room could serve as your retreat. Do you have a soulful regimen for bath time, or do you get in and out as quickly as possible? Just reflect for a moment on some of the areas of spiritual awareness that might hold meaning for you. As you think through your spiritual practices in this space, what might you do to improve them? Do you take time to meditate? If you practice a religion, do you attend fellowship services (i.e. church, mosque, synagogue or temple)? Do you pray frequently, or consistently practice gratitude? Do you consider yourself a person of faith? If so, what is the behavioral evidence of that faith in your daily life?

Please take just a moment to reflect on elements of spirituality that you can celebrate. What are you proud about in this area?

As you reflect on your spiritual awareness and practices, what areas of opportunity for improvement exist? What elements of meditation, prayer, fellowship, values or gratitude would you work on first? What about your faith would you enhance first? ____

How would we redesign this master bath—and our spiritual practices—to be more aligned with our flourishing life? How could we become more centered, more faithful, more mindful, more purposeful, more blessed? The extant literature on the effect of mindfulness and faith on physical and mental health, productivity and success has been well-documented. In fact, some of our corporate clients, and many in the marketplace, are beginning to understand the impact of mindfulness, if not spirituality, on workplace cohesion, employee wellbeing and productivity, innovation and profitability.

FlourishForward Spirituality Mini-Assessment

Take a few moments to complete this assessment. It will help you understand where you sit on the flourish continuum, as it relates to the Flourish Spirituality Dimension. This wheel contains sections that, together, represent one way of describing your satisfaction with elements of your spiritual foundation. This is a current state evaluation to discover areas to improve, and areas to celebrate.

Again, you'll place a dot on the line at zero (closest to the center of the circle) for the relationship area in question if you are not at all satisfied with that area. Place a dot on the line at 10 (on the circumference of the circle) if you are completely satisfied with that area of your spirituality. I have given a comprehensive description of each area in the table below.

Once you have completed the exercise, you will have a visual depiction of the areas in need of immediate attention. The areas in which your scores are high should be celebrated, however, they still may require your ongoing attention in order to maintain or increase the health of those relationships. Finally, the areas in which you find any ambiguity or uncertainty absolutely require immediate attention to clarify elements like trust, communication, time investment, collaborative problem solving and support.

Before you begin the exercise, please close your eyes for a moment and take five (yes, five!) slow, deep breaths and contemplate your spirituality. This simple exercise will help to center and ground you for the reflection required for this assessment.

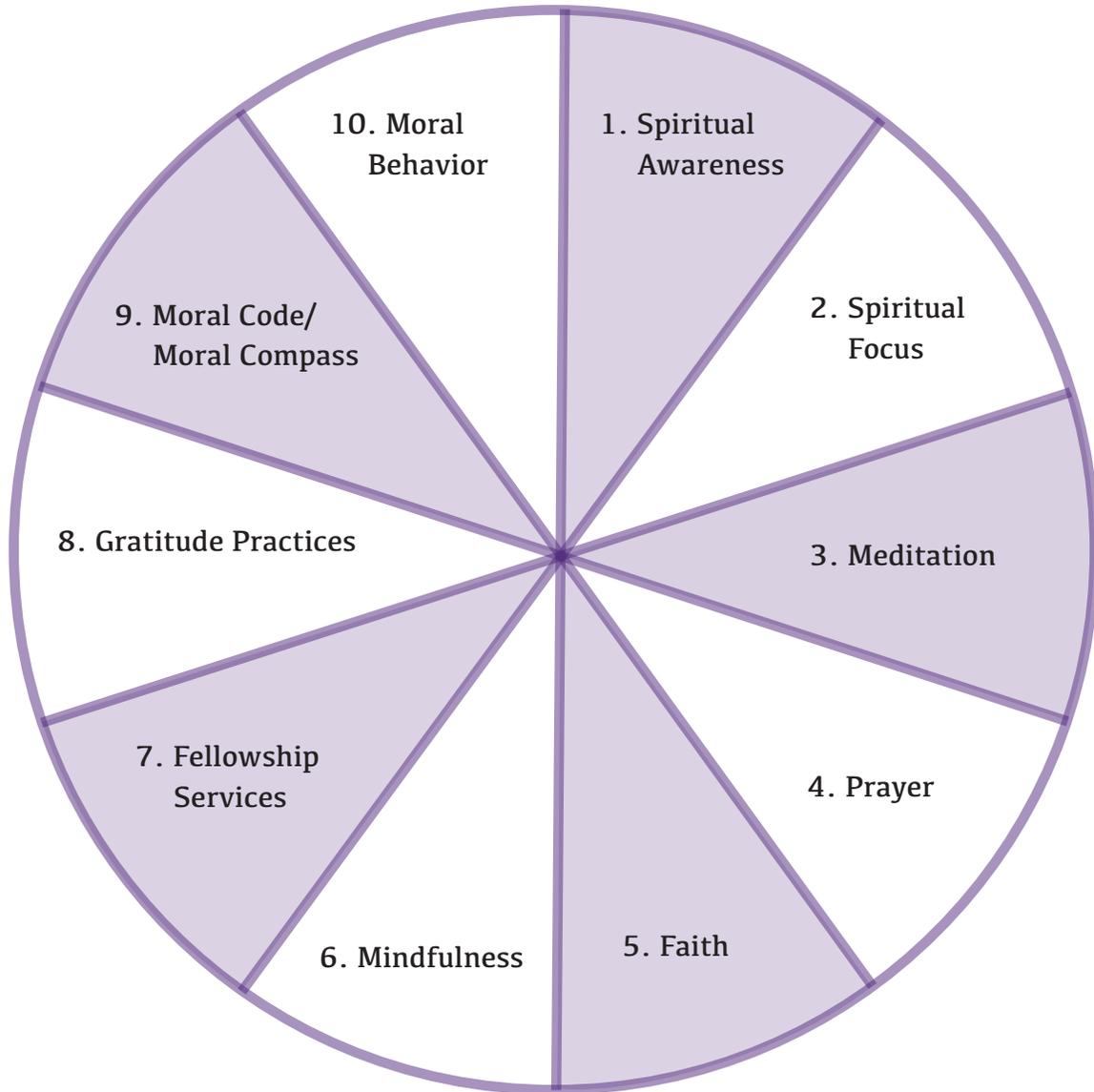
Flourish Wheel of Spirituality

1. _____ Overall, I am satisfied with my level of spiritual awareness and spiritual practices.
2. _____ I am pleased with the direction of my focus on spirituality, particularly in areas of concern.
3. _____ I am satisfied with the quality and quantity of meditation I practice.
4. _____ I am satisfied with my quality and quantity of prayer.
5. _____ I consider myself to be a person of great faith.
6. _____ I am a mindful leader and consider myself centered in the present.
7. _____ I am diligent about attending regular fellowship services to my satisfaction (if applicable).
8. _____ Overall, I am pleased with the level of gratitude I practice in my daily life.
9. _____ I have a designed, articulated and committed to writing a specific moral code, reflecting my moral compass.
10. _____ My moral compass is evidenced by my words and deeds, daily.

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Flourish Wheel of Spirituality



What three areas need immediate attention?

1. _____
2. _____
3. _____

What three areas should be celebrated?

1. _____
2. _____
3. _____

FlourishForward Tip (take immediate action and check in within three days): What is the first thing you will do to address immediate areas of concern? How might you have the most impact with the least stress? For example, if you are not in the habit of meditating, you might meditate for two minutes every morning for 100 days, or you might write three things you're grateful for in a journal daily, you might commit to attending a worship service, or you might write your own moral code and how it will be evidenced in your behavior over the next 100 days.

Chapter 8

On Solid Ground: A Foundation of Servant Leadership

*"Remember, there's no such thing as a small act of kindness.
Every act creates a ripple with no logical end."*

Scott Adams

Please take a moment to reflect on areas of service that you are currently involved with that you can celebrate. What service are you proud about?

As you reflect on your servant leadership and practices, what areas of opportunity for improvement exist? How would you immediately enhance your service investment or impact?

Let's define service in the context of flourishing. Service, and by extension servant leadership, in this context include, but are not limited to, the following: a) leading as servant; b) volunteering time; c) contributing expertise; d) philanthropy through charitable donations; and e) bestowing random acts of kindness. The good news is that there are so many mechanisms that exist today to help you quickly and efficiently match your passion and expertise with opportunities to give. The bad news is that many of us are so caught up in our own traditional means of serving that we haven't created a service directive for ourselves, meaning a foundation of service that would guide our service activities. For example, much of my board leadership and volunteer service is focused on economic development and education. I am passionate about these two pillars of service for the following reasons. Economic development is the engine by which we can fund all other community, educational, health and human services, and arts activities. "Without adequate resources," I always say, "We can't feed the hungry and clothe the naked. With the right resources and the right team, we can do both, and so much more." I am also committed to education, because I know that is what transformed my family, from a sharecropper's brood with twenty-one mouths to feed and almost no income, into a great source of inspiration for underserved families around the world. Education is the great equalizer, so it is my second service passion.

What areas of service are you committed to, and why?

FlourishForward Servant Leadership Mini-Assessment

Take a few moments to complete this assessment. It will help you understand where you sit on the flourish continuum, as it relates to the Flourish Service Dimension. This wheel contains sections that, together, represent one way of describing your satisfaction with elements of your servant leadership. This is a current state evaluation to discover areas to improve, and areas to celebrate.

Again, you'll place a dot on the line at zero (closest to the center of the circle) for the relationship area in question, if you are not at all satisfied with that area. Place a dot on the line at 10 (on the circumference of the circle) if you are completely satisfied with that area of your success. I have given a comprehensive description of each area in the table below.

Once you have completed the exercise, you will have a visual depiction of the areas in need of immediate attention. The areas in which your scores are high should be celebrated. However, they still may require attention in order to maintain or increase the health of those relationships. Finally, any areas in which you find any ambiguity or uncertainty absolutely require your immediate attention to clarify elements like trust, communication, time investment, collaborative problem solving and support.

Before you begin the exercise, please close your eyes for a moment and take five (yes, five!) slow, deep breaths and contemplate your servant leadership. This simple exercise will help to center and ground you for the reflection required for this assessment.

Flourish Wheel of Servant Leadership

1. _____ Overall, I am satisfied with my level of service to myself and others.
2. _____ I am pleased with the direction of my servant leadership through each of the ten servant leader characteristics.
3. _____ I am satisfied with the quality and quantity of my service through volunteerism.
4. _____ I am satisfied with my level of giving through financial stewardship and philanthropy.
5. _____ I have defined the pillars of service I am passionate about, and serve in ways that advance those service areas.
6. _____ I am satisfied with the random acts of kindness I perform in my daily life.
7. _____ I am satisfied with my contribution of service through donating expertise.
8. _____ I have created a five-year plan for charitable contributions, social giving and philanthropy.
9. _____ I am satisfied with the acts of service I perform in collaboration with my family.
10. _____ I am satisfied with the acts of service I perform in collaboration with my colleagues at work.

**Note: the full FlourishForward Assessment is available at www.flourishforward.co.*

** The FlourishForward Assessment is intended as a tool for self-exploration and has not yet been scientifically validated.*

Flourish Wheel of Servant Leadership



What three areas need immediate attention?

1. _____
2. _____
3. _____

What three areas should be celebrated?

1. _____
2. _____
3. _____

FlourishForward Tip (take immediate action and check in within three days): What is the first thing you will do to address immediate areas of concern? How might you have the most impact with the least stress? For example, you might create a strategy to volunteer in collaboration with family and friends; document your random acts of kindness and share them with friends and family during the holidays as inspiration (remember the ripple effect and 3-degrees of separation); or increase your volunteer hours with a favorite charity.

Chapter 9

The Castle Crown: An Enduring Legacy

“If you would not be forgotten as soon as you are dead, either write something worth reading or do something worth writing.”

Benjamin Franklin

Fifty years after you have died, what will those outside of your family and friends remember you for?

If you had the power to solve only one problem in the world, what would that be? Why?

After you have died, what will the purpose of your life have been? Why?

If you could write a message to your children, grandchildren or loved ones that they could only read 25 years after your death, what would that be?

FlourishForward Self-Care Mini-Assessment

Take a few moments to complete this assessment. It will help you understand where you sit on the flourish continuum, as it relates to the Flourish Legacy Dimension. This wheel contains sections that, together, represent one way of describing your satisfaction with elements of your legacy. This is a current state evaluation to discover areas to improve, and areas to celebrate.

Again, you'll place a dot on the line at zero (closest to the center of the circle) for the relationship area in question if you are not at all satisfied with that area. Place a dot on the line at 10 (on the circumference of the circle) if you are completely satisfied with that area of your success. I have given a comprehensive description of each area in the table below.

Once you have completed the exercise, you will have a visual depiction of the areas in need of immediate attention. The areas in which your scores are high should be celebrated, however, they still may require ongoing attention in order to maintain or increase the health of those relationships. Finally, the areas in which you find any ambiguity or uncertainty absolutely require immediate attention to clarify elements like trust, communication, time investment, collaborative problem solving and support.

Before you begin the exercise, please close your eyes for a moment and take five (yes, five!) slow, deep breaths and contemplate your legacy. This simple exercise will help to center and ground you for the reflection required for this assessment.

Flourish Wheel of Legacy

1. _____ Overall, I am satisfied with the legacy I plan to leave across all four areas (personal, familial, industry and community/global).
2. _____ I have designed and documented a personal legacy that reflects my values and am satisfied with its outcomes thus far.
3. _____ I have created and documented my familial legacy that reflects our values and am satisfied with its results thus far.
4. _____ I have designed and documented the legacy I will leave behind based on my industry, knowledge, talent or skill and am satisfied with the results thus far.
5. _____ I have designed and documented my community/global legacy and am satisfied with its results thus far.
6. _____ I have a planned financial legacy, including an endowment, foundation, or contribution. (Remember, any amount is appropriate, based on your desire and capacity.)
7. _____ I have discussed my legacy with my family and close friends and will collaborate with others on some aspect of my legacy.
8. _____ I will hold myself accountable to review my legacy annually.
9. _____ I will expand and improve on my legacy each year.
10. _____ I will inspire a family member, friend or colleague to create their legacy plan and provide support to them during their process.

**Note: the full FlourishForward Assessment is available at www.flourishforward.co.*

** The FlourishForward Assessment is intended as a tool for self-exploration and has not yet been scientifically validated.*

Flourish Wheel of Legacy



What three areas need immediate attention?

What three areas should be celebrated?

FlourishForward Tip (take immediate action and check in within three days): What is the first thing you will do to address immediate areas of concern? How might you have the most impact with the least stress? For example, you might create your four legacy plans within the coming week and share them with an accountability partner, or inspire someone tomorrow to create their legacy plan along with you.

CHAPTER 10

Flourish: The Power of Connecting

*“Eventually everything connects - people, ideas, objects.
The quality of the connections is the key to the quality.”
Charles Eames*

Connect Exercise I

Wheel of Synergy: Making Connections to Flourish in Relationships

Please have your Wheel of Synergy in front of you now, and take a moment to reflect on your responses. Pay close attention to both the areas where you are doing very well as well as ones where you need to improve in terms of your relationships.

If you had to describe yourself using one sentence based on your personal and professional relationships, what would the sentence be? Why?

What surprises you most about the current state of your relationships? Why?

What are the common themes that emerge in both your professional and personal relationships as you review your wheel?

Dig deeper. What is the most significant challenge as it relates to your personal relationships at this time?

Digging deeper still, list the three people you trust most to provide compassionate, yet useful and meaningful advice and counsel regarding your personal and family relationships.

Similarly, what is the most significant challenge as it relates to your professional or business relationships at this time?

Now list the three people you trust most to provide valuable, strategic and result-producing advice, counsel and guidance regarding your professional and/or business relationships.

Please put a star next to the person you would call first for the most important personal relationship questions, and add another star for the person you'd call first for the most important professional relationship questions.

Connect Exercise II

Wheel of Success: Making Connections for Professional Growth

Please have your Wheel of Success in front of you, and take a moment to reflect on your responses. Pay close attention to areas where you are doing very well, or need to improve in terms of your professional and financial success.

If you had to describe yourself using one sentence based on your professional and financial success, what would the sentence be? Why?

What surprises you most about the current state of your professional and financial success?

What are some common themes that emerge in your professional and financial success?

Let's do a deep dive. What is the most significant challenge as it relates to your career or business success at this time?

List the three people you trust most to provide effective counsel regarding advancing your career or growing your business?

Similarly, what is the most significant challenge as it relates to your financial success at this time?

Now list the three people you trust most to provide valuable guidance regarding your finances?

Please put a star next to the person you would call first for the most important career and business questions, and place another star next to the person you would call for the most important financial questions.

Connect Exercise III

Wheel of Self-Care: Making Connections to Enhance Wellbeing

Please have your Wheel of Self-Care in front of you now, and take a moment to reflect on your responses. Pay close attention to both the areas where you are doing very well, as well as the ones where you need to improve in terms of your wellness, wellbeing, and brand.

If you had to describe yourself using one sentence based on your overall wellbeing and brand what would the sentence be? Why?

What surprises you most about the current state of your physical and mental wellbeing, and your brand?

What are some common themes that emerge about your wellbeing and your brand?

Let's dig deeper. What is the most significant challenge as it relates to your health and wellness (including physical, mental and emotional wellbeing) at this time?

List the three people you trust most to provide effective counsel regarding your health and wellness?

Similarly, what is the most significant challenge as it relates to your personal and professional brand (including your home and office surroundings)?

Now list the three people you trust most to provide valuable guidance regarding your personal and professional brand?

Please put a star next to the person you would call first for the most important health and wellness questions, and add another star for the person you would call first for the most important personal and professional brand questions.

Connect Exercise IV

Wheel of Spirituality: Making Connections for Spiritual Growth

Please have your Wheel of Spirituality in front of you and take a moment to reflect on your responses. Pay close attention to areas where you are doing very well or need to improve in terms of your spirituality and mindfulness.

If you had to describe yourself using one sentence based on your current spirituality and mindfulness, what would the sentence be? Why?

What surprises you most about the current state of your spiritual life?

What are some common themes that emerge regarding your spirituality?

Let's do a deeper dive. What is the most significant challenge as it relates to your spirituality?

List the three people you trust most to provide effective counsel and guidance regarding your spiritual or religious practices.

What is the most significant challenge as it relates to living your values, morals and moral code?

Now list the three people you trust most to provide valuable guidance and counsel regarding living your values, morals and ethical conduct (i.e. who is your living, breathing conscience)?

Please put a star next to the person you would call first for the most important spiritual or religious questions, and add another star for the person you would call first for the most important questions about values and moral conduct.

Connect Exercise V

Wheel of Service: Connecting to Serve

Please have your Wheel of Service in front of you now, and take a moment to reflect on your responses. Pay close attention to both the areas where you are doing very well as well as the ones where you need to improve in terms of your service and servant leadership.

If you had to describe yourself using one sentence based on your current level of service and servant leadership, what would the sentence be? Why?

What surprises you most about the current state of your servant leadership practices?

What are some common themes that emerge?

What is your most significant challenge as it relates to your charity, philanthropy or volunteerism at this time?

List the three people you trust most to provide effective counsel regarding your efforts to be an excellent servant leader and/or philanthropist?

Please put a star next to the person you would call first for critical questions about servant leadership, charity, philanthropy and volunteerism.

Connect Exercise VI

The Legacy Wheel: Connecting to Build a Powerful Legacy

Please have your Legacy Wheel in front of you and take a moment to reflect on your responses. Pay close attention to areas where you are doing very well or need to improve in terms of your legacy.

If you had to describe yourself using one sentence based on the legacy you will leave behind, what would the sentence be? Why?

What surprises you most about the current state of your legacy?

What are some common themes that emerge about your legacy?

What is your most significant challenge as it relates to building a personal, familial, industry or humanitarian legacy?

List the three people you trust most to provide meaningful, yet practical guidance regarding building a powerful legacy?

Please put a star next to the person you would call first for questions about building a powerful legacy.

Congratulations. This comprehensive list you have created is an important resource. On a separate sheet of paper, create one list called “Trusted Advisor Ecosystem.” Include with each mentor/advisor their area of expertise and their contact information. When the big questions arise in different areas of your life, you’ll have a great resource at your fingertips. Most importantly, you can call on people who are best suited for their specific area of expertise, and not burden the same mentors, advisors and friends for every question that arises. This way, those who want to support you are in alignment and attunement with your needs—and you are asking in alignment with their expertise and passion.

You may add to the list, but make sure the list remains pure. That these are only people you trust implicitly; they are experts or extremely knowledgeable in the subject matter at hand. And finally, they are invested in your success, such that when you call on them, they will always answer.

What Do You Have? What Do You Need?

So, your final exercise in this section is to write a list of all of the assets you have to offer the individuals in your Trusted Advisor Ecosystem (or those you might invite). On another sheet of paper, you'll document what you need. See the example below and keep it simple. Add other assets, this example is just one to get you started.

MY ASSETS
What I Have to Help Others Flourish
Expertise and Talents
Skills
Tangible Assets
Connections
MY NEEDS
What Would Help Me Flourish
Expertise and Talents
Skills and Values
Connections

This is an excellent tool to use in conversations with your Flourish Advisor Ecosystem.

CHAPTER 11

Execute with Excellence to Flourish

*“In a moment of decision, the best thing you can do is the right thing.
The worst thing you can do is nothing.”*
Theodore Roosevelt

Achieve Exercise I

Execute with Action: Flourishing in Relationships

Please have your Wheel of Synergy in front of you now, and take a moment to reflect on your responses. Pay close attention to both the areas where you are doing very well and the ones where you need to improve in terms of your relationships.

Write down one action that you can take that will dynamically shift the quality of your personal relationships.

Now think of one action that you can take that will dynamically shift the quality of your professional relationships.

Now for a deeper dive. Identify the five most important aspects of your personal and professional relationships that must be addressed for you to flourish. Possible examples: I must spend more quality time with my immediate family; or I must improve trust between my husband and me; or I must substantially improve communication between myself and my direct reports at the company.

Note: these are only examples. Be honest with yourself. Choose your own important growth opportunities - areas that you know are either hindering your flourish, or are needed immediately for you to flourish.

Of the five most important areas above, which are the three objectives that require your immediate attention in order for your relationships to flourish?

Now, rank the top three relationship objectives above, with #1 being most important.

1. _____
2. _____
3. _____

Note: Although we will work on the #1 need first, each of these relationship objectives may need to be addressed at some point.

The Achieve Objective: Synergy

Your challenge may be lack of trust, or lack of management support, or lack of time investment in your family relationships, or increasing your own level of emotional responsibility. Now is the time to be as honest as is humanly possible with yourself. Your flourish depends on your authenticity under the mask... and your subsequent action to close the gaps. And achieve.

Relationship Objective:

Corresponding Action:

Expected Results:

Risk of Inaction:

Achieve Exercise II

Execute with Action: Flourishing in Work and Wealth

Please have your Wheel of Success in front of you now, and take a moment to reflect on your responses. Pay close attention to areas where you are doing very well or need to improve in terms of your professional and financial success.

Write down one action that will dynamically shift the quality of your career achievement and/or business success.

Now think of one action that will dynamically improve your financial portfolio.

Identify the five most important aspects of professional and financial success that must be addressed for you to flourish.

Possible examples: I must create an effective three year business and/or career plan within the next month; I need to increase my investment and savings portfolio by at least 20% in the next two years; or, I want to completely eliminate credit card debt by the year 2020.

Note: these are only examples. Be honest with yourself. Choose your own important growth opportunities - areas that you know are either hindering your flourish, or are needed immediately for you to flourish.

Of the five most important areas above, which are the three objectives that require your immediate attention in order for you to flourish professionally and financially?

Rank the top three objectives above, with #1 being most important.

1.

2.

3.

The Achieve Objective: Success

Your challenge may be debt management, investment strategies, lack of a career strategy, or lack of a comprehensive business strategy. Please be honest with yourself – it's the only way to truly flourish.

Success Objective:

Corresponding Action:

Expected Results:

Risk of Inaction:

Note: Take immediate action. Do not create deadlines in years that should be months, or months that should be days, and so on.

Achieve Exercise III

Execute with Action: Flourish with Wellbeing

Please have your Wheel of Self-Care in front of you, and take a moment to reflect on your responses. Pay close attention to areas where you are doing very well, as well as the ones where you see opportunity to improve in terms of your wellness and wellbeing.

Write down one action that will dynamically shift the quality of your wellness and wellbeing.

Now, think of one action that will dynamically improve your personal or professional brand.

Identify the five most important aspects of professional and financial success that must be addressed for you to flourish.

Possible examples: I must lose 25 lbs. in the next 90 days; I need to increase restful sleep by at least one hour per night; or, I want to create a personal brand strategy in the next 30 days.

Note: these are only examples. Be honest with yourself. Choose your own important growth opportunities - areas that you know are either hindering your flourish, or are needed immediately for you to flourish.

Of the five most important areas above, which are the three objectives that require your immediate attention in order for you to flourish?

Rank the top three objectives above, with #1 being most important.

1. _____
2. _____
3. _____

The Achieve Objective: Self-Care

Your challenge may be weight loss, nutrition, lack of a personal or professional brand, or that your surroundings do not reflect a person who is flourishing. Please be honest with yourself – it's the only way to truly flourish.

Wellness Objective: _____

Corresponding Action: _____

Expected Results: _____

Risk of Inaction: _____

Note: Take immediate action. Do not create deadlines in years that should be months, or months that should be days.

Achieve Exercise IV

Execute with Action: Flourishing in the Spirit

Please have your Wheel of Spirituality in front of you now, and take a moment to reflect on your responses. Pay close attention to areas where you are doing very well or need to improve in terms of your spiritual life.

Write down one action that will dynamically improve the quality of your spiritual life?

Identify the five most important aspects of spiritual growth that must be addressed for you to flourish.

Possible examples: I am committed to establishing a daily gratitude practice; I will write and follow a written moral code based on my values and principles; or, I will commit to attending a fellowship service at least three times per month.

Note: these are only examples. Be honest with yourself. Choose your own important growth opportunities - areas that you know are either hindering your flourish, or are needed immediately for you to flourish.

Of the five most important areas above, which are the three objectives that require your immediate attention in order for you to flourish spiritually?

Rank the top three objectives above.

1.

2.

3.

The Achieve Objective: Spirit

Your personal challenge may be a lack of faith in your life, not attending worship services, or a need to practice more of what you preach in terms of your words and deeds. Please be honest with yourself – it’s the only way to truly flourish.

Spiritual Objective:

Corresponding Action:

Expected Results:

Risk of Inaction:

Note: So often an accountability partner can make the difference between failure and flourishing. Being 100% responsible means sometimes asking for help.

Achieve Exercise V

Execute with Action: Flourishing as Servant Leader

Please have your Wheel of Service in front of you now, and take a moment to reflect on your responses. Pay close attention to both areas where you are doing very well and the ones where you need to improve in terms of your service and servant leadership. Write down one action that will dynamically improve the quality of your service and servant leadership.

Identify the five most important aspects of your service and servant leadership that must be addressed for you to flourish.

Possible examples: I commit to measurably improving my level of excellence as a servant leader; or, I will immediately volunteer my expertise to a nonprofit organization for two hours per quarter (that's 8 hours per year that could change several lives).

Note: these are only examples. Choose your own important growth opportunities - areas that you know are either hindering your flourish, or are needed for you to flourish. Be honest with yourself.

Of the five most important objectives above, which are the three that require your immediate attention in order for you to flourish?

Rank the top three objectives above, with #1 being the most important.

1.

2.

3.

The Achieve Objective: Service

State the risk associated with not taking action. Example: If I do not do commit to improving as a servant leader, I risk not addressing an issue that I know has held back my level of excellence professionally and personally. I risk taking off the mask, and then not acting on what I see, which can be toxic. I also risk lying to myself about truly wanting to change, grow and flourish.

Service Objective:

Corresponding Action:

Expected Results:

Risk of Inaction:

Note: The above example is another great opportunity to either engage an accountability partner, or teach someone else servant leadership principles that can serve them, and/or their organizations, very well.

Achieve Exercise VI

Execute with Action: Leaving a Legacy of Excellence

Please have your Wheel of Legacy in front of you now, and take a moment to reflect on your responses. Pay close attention to both the areas where you are doing very well as well as those where you need to improve in terms of your legacy.

Write down one action that will dynamically improve the quality of the legacy you will leave behind.

Identify the five most important aspects of your legacy that must be addressed for you to flourish.

Possible examples: I commit to working with my relatives to do a 100-year family history; I will implement my very own “Be a Mensch” program as soon as possible... first, by studying and then by creating my own definition of being a mensch; or, I will document my values and life legacy in writing within the next 30 days.

Note: these are only examples. Choose your own important growth opportunities - areas that you know are either hindering your flourish, or are needed for you to flourish.

Of the five most important areas above, which are the three objectives that require your immediate attention in order for you to flourish?

Rank the top three objectives above, with #1 being most important.

1.

2.

3.

The Achieve Objective: Legacy

State the risk associated with not taking action. Example: If I do not do this project, I risk any positive impact I have had on my industry or function to pass away with me. This would be a tragedy, because I have so much more knowledge to share than is currently known, or currently used.

Legacy Objective:

Corresponding Action:

Expected Results:

Risk of Inaction:

Note: The above example is another great opportunity to either engage an accountability partner, or share a legacy strategy that can serve them, and/or their families, very well.

Primacy: Keeping the Main Thing the Main Thing

Congratulations. Having executed all of these assignments puts you well on your way to flourishing... to having it all. But you are not finished yet. In the next section, we will create a strategic and tactical approach to your FlourishForward Goal. We have said before, and will say again, that flourishing is about primacy. About not the destination, but the journey. About not trying to “balance” but about integration. This is a matter of choice. Choosing what has priority in your life and focusing on those priorities.

So, let’s take the next step to flourishing by focusing on your ONE FlourishForward Goal.

So, at this point, you have done a lot of work to understand what matters most to you: what your core values are, where your life is today, and where you’d like for it to be headed. So, before we work to reveal your one thing, let’s re-state (or revise) your guiding purpose, or your life purpose.

Quick note: Your purpose does all of the following. It utilizes your passion, skills and expertise; it is impactful to the world and serves others; and it brings you tremendous joy and fulfillment.

Here is a quick exercise you can do to articulate your purpose

1. Write down the top five pursuits or activities you would describe as your passions.
2. Write down your top five skills or talents. Note: include only those in which you are, or could be considered, one of the best at this skill or talent.
Note: I’d love to sing like Beyonce, but I can’t... so, we’re going to leave singing off of my list.
3. Write down five pursuits or skills from the list of ten above that make the world a better place by directly or indirectly helping people, or by inspiring them to greatness.

Note: As Dr. Martin Luther King says, “Anyone can serve...” No matter their title or position.

Rank the above list of five in order of pursuits or interests that make you happy and bring you joy... with #1 being that pursuit that brings you the most joy.

From there you will find your purpose. As mentioned earlier in the book, my sole purpose is to use my empathy and passion, and talent in leadership and strategy to flourish, and to help others do the same.

Write your guiding purpose here:

Guiding Purpose:

There are several ways in which one can find their purpose. This is one I use with my clients to get them started. You may always revise it as you move forward through your journey. This guiding purpose will fuel your FlourishForward activity over the next 100 days.

FLOURISH MODEL OF SUCCESS PHASE IV: FLOURISH

FlourishForward: The 100-Day Plan

We believe the success of our clients is due to several factors, one of them is the length of the program (100 days). Another key success factor is that we focus the plan on one thing that you will accomplish in that 100 days. Consistent, unrelenting daily focus is critical. Even though we will have uncovered several priorities, we remain focused on just one major accomplishment that we can celebrate at the end of that 100 days, and find that some of the secondary and tertiary goals have also been met. Finally, a tremendous key to success is accountability. We maintain that accountability partners can truly make the difference between success and failure, particularly when the going gets difficult. There are several other key success factors, but it's important that you understand that these are non-negotiable to attain the success you seek—to flourish and have it all without losing yourself.

For this final exercise, we focus on several activities, but the most important is authenticity and honesty about what needs to be true in order to accomplish the goal at hand.

So, first things first... let's uncover your main thing.

Flourish Exercise I

Discovering Your Main Thing

During the Reflect, Connect and Achieve phases, you have done some fairly rigorous work in identifying the most critical endeavors you must be engaged in to flourish. Now, create a list of each of the Achieve Objectives you documented from each of the six flourish dimensions in Achieve Exercises I-VI:

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

These should be the most important pursuits you are focused on in order to flourish in your career and finances, relationships, wellness and wellbeing, spirituality, life as a servant leader, and the legacy you hope to leave behind. Take a moment to reflect on each, to ensure there is nothing you would add to these initiatives – and that these truly are the most important pursuits in that area. One way to measure this is to ask yourself the question authors Gary Keller and Jay Papasan ask in *The One Thing: The Surprisingly Simple Truth Behind Extraordinary Results*, “What’s the ONE Thing you can do such that by doing it everything else will be easier or unnecessary?” This simple, yet powerful question puts your FlourishForward activity into extraordinary perspective.

Now, once you are clear that those six objectives are the most critical activities required to flourish in your life, career and/or business it's time to further prioritize. What are the top three objectives of the six?

1. _____
2. _____
3. _____

Now, rank the three objectives above, with #1 being the most important focus area in your life at this time such that by doing this, everything else in your life becomes easier, more effective and efficient, or completely unnecessary. Take a moment to reflect on this list.

1. _____
2. _____
3. _____

The top objective here is your FlourishForward Goal. Your Main Thing. The beauty of this process is that there really aren't any mistakes! Even if you question yourself later and think, "Oh my! Number 2 should be my FlourishForward Goal." It's okay. It's your life. You can change your goal. Or more powerfully, you can accomplish both - consecutively. They are likely both pursuits that will serve you and others in your life very well. For example, if you selected: 1) become an excellent servant leader; 2) lose 25 pounds; 3) increase your business revenues by 20%, you would be hard-pressed to find the downside of accomplishing any of these goals.

FlourishForward Planning Process: Creating Your Foolproof Tactical Plan

So, it's time to create your own successful FlourishForward Plan. Here are the steps for your tactical plan to FlourishForward with excellence:

1. Vet your plan SMARTER-ness.
2. Enlist at least one accountability partner.
3. Create a FlourishForward environment.
4. Design your plan, including dates, resources, timing and milestones, accountability and expected outcomes.
5. Execute your plan, sharing milestones (challenges and triumphs) with your accountability partner.

Congratulations. You have completed your FlourishForward plan, and now your job is to diligently work toward its completion daily. The wonderful thing about flourishing is that we each are at choice. We can choose to have it all and flourish daily – given the resources we have right now. The difficulty is that many of us are looking for someone outside of ourselves to do it for us. A hero to come and save us. But, we are our own (s)heroes and we're here to save ourselves.

You can have it all. It's completely up to you to design you own unique "all..." and work toward having it each and every day, while gaining more and more of your authentic self in the process.

Chapter 12

FlourishForward Until We Meet Again

***“Success is not final, failure is not fatal: it is the courage to continue that counts.”
Winston Churchill***

The most important thing now – the only thing right now – is to consistently, diligently and relentlessly act on what you’ve learned and planned. The way to flourishing is through action. Execution. Flourishing is not attainable through visualizing, knowing, planning or commitment. It’s through action... even imperfect action.

If at any time you feel your commitment to action wavering, have questions about your FlourishForward journey, or feel at all mystified during the process, please feel free to reach out us directly at Flourish – either at info@flourishleaders.com or info@flourishforward.co. Our team will respond to you personally to help and answer any questions.

We would love to hear about your successes and share flourish success stories from around the world with you. If you would like to be highlighted in Flourish: The Magazine, or join the Flourish Collective of Global Women Leaders, please feel free to request information. You can find out more about the Flourish Conference for Women in Leadership and the Flourish Foundation through social media at www.facebook.com/flourishleaders and through our website at www.flourishforward.co.

***“Life is a sum of all your choices. So what are you doing today?” Albert Camus
My dearest reader, you have everything you need. Everything you need to have it all, without losing yourself. The trick now is to act on it. I know you can. Because you’re extraordinary and you make extraordinary choices. And you’ve chosen to flourish.***