



Goals – Reference Sheet

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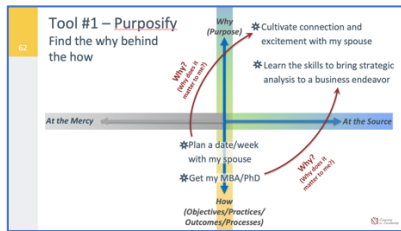
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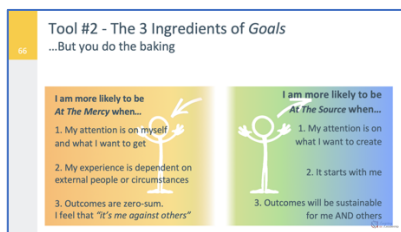
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One Page Overview

Tool #1: Purposify – Find the “why” behind the “how”



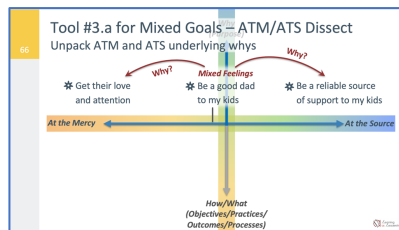
Tool #2: The 3 Ingredients of a goal



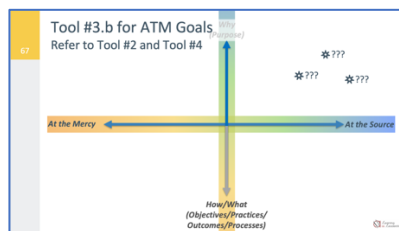
Tool #3: Ego-Eco Test



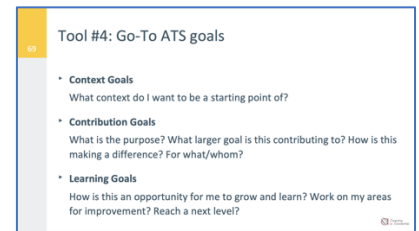
⇒ Tool #3.a – Mixed Feelings: ATM/ATS Dissect



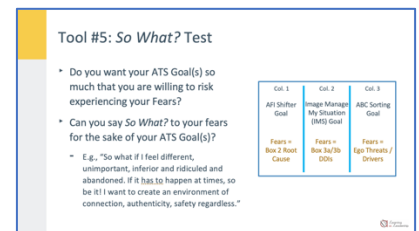
⇒ Tool #3.b – ATM Feelings: Refer to Tool #2 and Tool #4



Tool #4: Go-To ATS goals



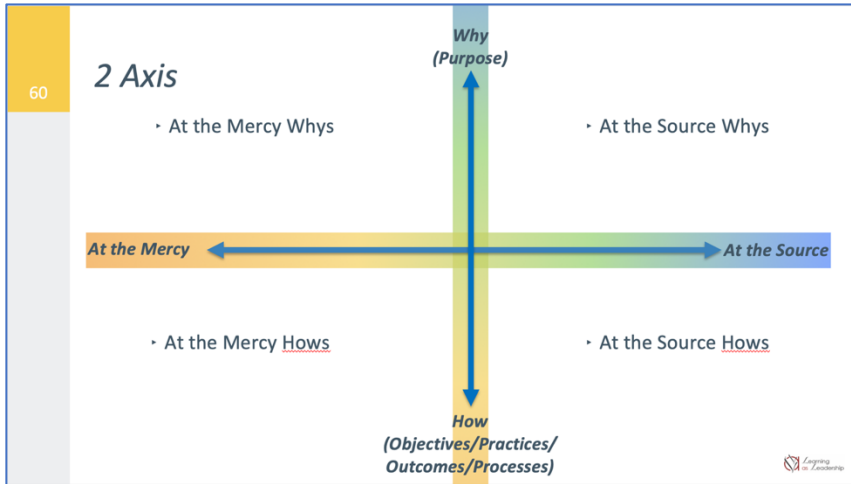
Tool #5: So What Test



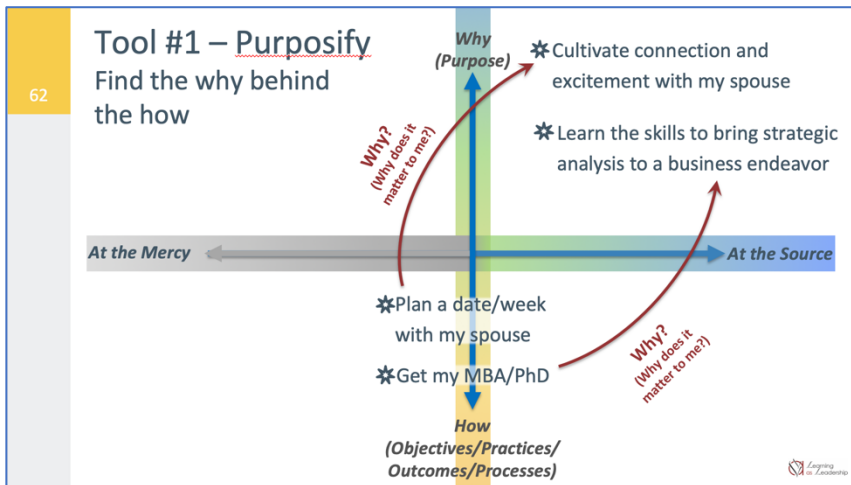


Goals – Reference Sheet

Overview



Tool #1: Purposify – Find the “why” behind the “how”



Tool #2: The 3 Ingredients of a goal

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Tool #2 - The 3 Ingredients of Goals

...But you do the baking

I am more likely to be **At The Mercy** when...

1. My attention is on myself and what I want to get
2. My experience is dependent on external people or circumstances
3. Outcomes are zero-sum. I feel that “it’s me against others”

I am more likely to be **At The Source** when...

1. My attention is on what I want to create
2. It starts with me
3. Outcomes will be sustainable for me AND others



Goals – Reference Sheet

Tool #3: Ego-Eco Test

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Tool #3 - Ego-Eco Feeling test (rate each of your goals)

| | | | | | | | |
|---|---------------------|----|----------------|--|----|--------------------------|---------------------|
| At the Mercy | | OR | Mixed Feelings | | OR | At the Source | |
| This goal leads me to feel... | | | | | | | |
| critical (of self or others) | pressured | | | | | clear | engaged |
| confused | distracted | | | | | loving | present |
| isolated | fearful | | | | | peaceful | cooperative |
| ambivalent, conflicted | a sense of scarcity | | | | | connected to others | sense of abundance |
| Progress with this goal leads me to feel... | | | | | | | |
| superior/powerful | in control | | | | | satisfaction/fulfillment | connected to others |
| admirable | a "high" | | | | | grateful | purposeful |
| strong | stressed | | | | | curious to learn | present |
| Setbacks with this goal lead me to feel... | | | | | | | |
| inferior | ashamed | | | | | authentic | human / fallible |
| weak | victimized | | | | | wanting to learn | realistic |
| powerless | angry | | | | | determined | responsible |

⇒ Tool #3.a – Mixed Feelings: ATM/ATS Dissect

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Tool #3.a for Mixed Goals – ATM/ATS Dissect

Unpack ATM and ATS underlying whys

* Get their love and attention
 * Be a good dad to my kids
 * Be a reliable source of support to my kids

At the Mercy ← → At the Source

Why (Purpose)

How/What (Objectives/Practices/Outcomes/Processes)

⇒ Tool #3.b – ATM Feelings: Refer to Tool #2 and Tool #4

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Tool #3.b for ATM Goals

Refer to Tool #2 and Tool #4

* ???

* ???

* ???

At the Mercy ← → At the Source

Why (Purpose)

How/What (Objectives/Practices/Outcomes/Processes)



Goals – Reference Sheet

Tool #4: Go-To ATS goals

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Tool #4: Go-To ATS goals

- **Context Goals**
What context do I want to be a starting point of?
- **Contribution Goals**
What is the purpose? What larger goal is this contributing to? How is this making a difference? For what/whom?
- **Learning Goals**
How is this an opportunity for me to grow and learn? Work on my areas for improvement? Reach a next level?

Tool #5: So What Test

Tool #5: So What? Test

- Do you want your ATS Goal(s) so much that you are willing to risk experiencing your Fears?
- Can you say *So What?* to your fears for the sake of your ATS Goal(s)?
 - E.g., “So what if I feel different, unimportant, inferior and ridiculed and abandoned. If it has to happen at times, so be it! I want to create an environment of connection, authenticity, safety regardless.”

| Col. 1 | Col. 2 | Col. 3 |
|--------------------------|--------------------------------------|-------------------------------|
| AFI Shifter Goal | Image Manage My Situation (IMS) Goal | ABC Sorting Goal |
| Fears = Box 2 Root Cause | Fears = Box 3a/3b DDIs | Fears = Ego Threats / Drivers |