



Goals – Reference Sheet

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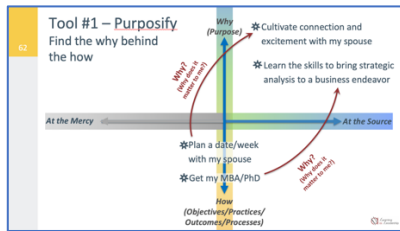
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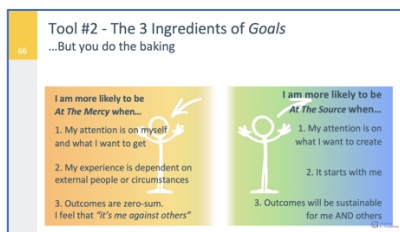
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One Page Overview

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



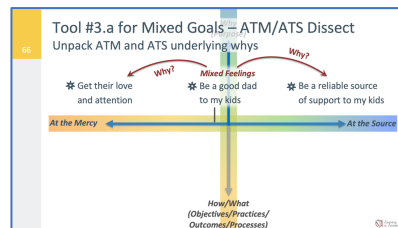
Tool #2: The 3 Ingredients of a goal



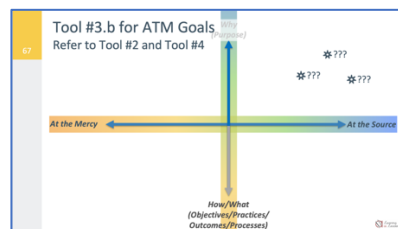
Tool #3: Ego-Eco Test



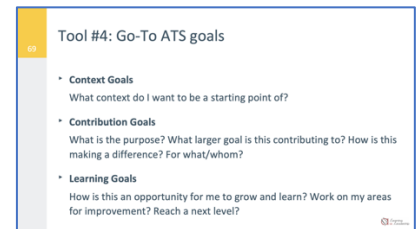
⇒ Tool #3.a – Mixed Feelings: ATM/ATS Dissect



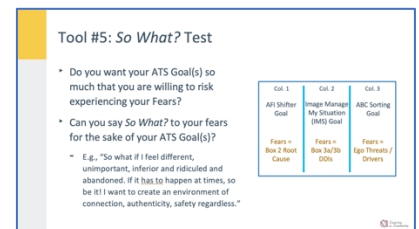
⇒ Tool #3.b – ATM Feelings: Refer to Tool #2 and Tool #4



Tool #4: Go-To ATS goals



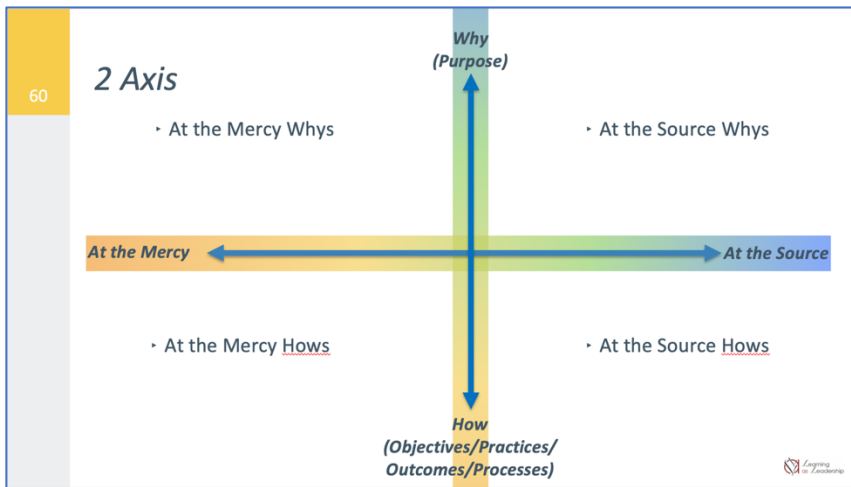
Tool #5: So What Test



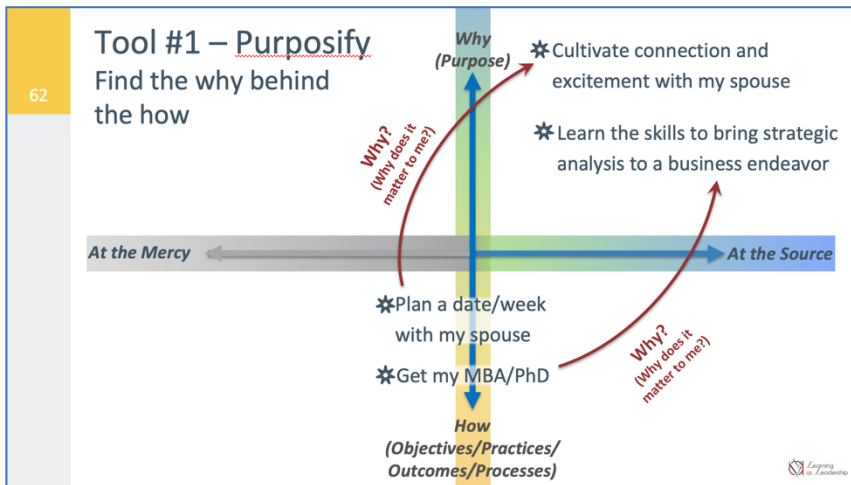


Goals – Reference Sheet

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



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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

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

Why (Purpose)

⇒ 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

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

Why (Purpose)



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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