

TOOLS

SHAPERS



THIS IS YOUR TOOLKIT

It's designed to be used with a conversation partner. Feel free to first have a go at it alone and then share it with the person of your choosing.

It's a simple 3-step process because we love threes :)

1

Start with self-inquiry.

2

Then go deep below sea level by reflecting on the vital ingredients.

3

Finally, present yourself in everyday life.

Print up the PDF and use the space provided to do the work or grab your favourite notebook and use that as your companion.

ROLL UP YOUR SLEEVES, JUMP IN, AND ENJOY.

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BEING HUMAN AT WORK

We kick-off with provocations to help reveal what makes you, you. Start with '*What does it mean to be human?*' and then jot your answer on the space provided or in your notebook. Don't overthink - go with what first comes to you and jot it down.

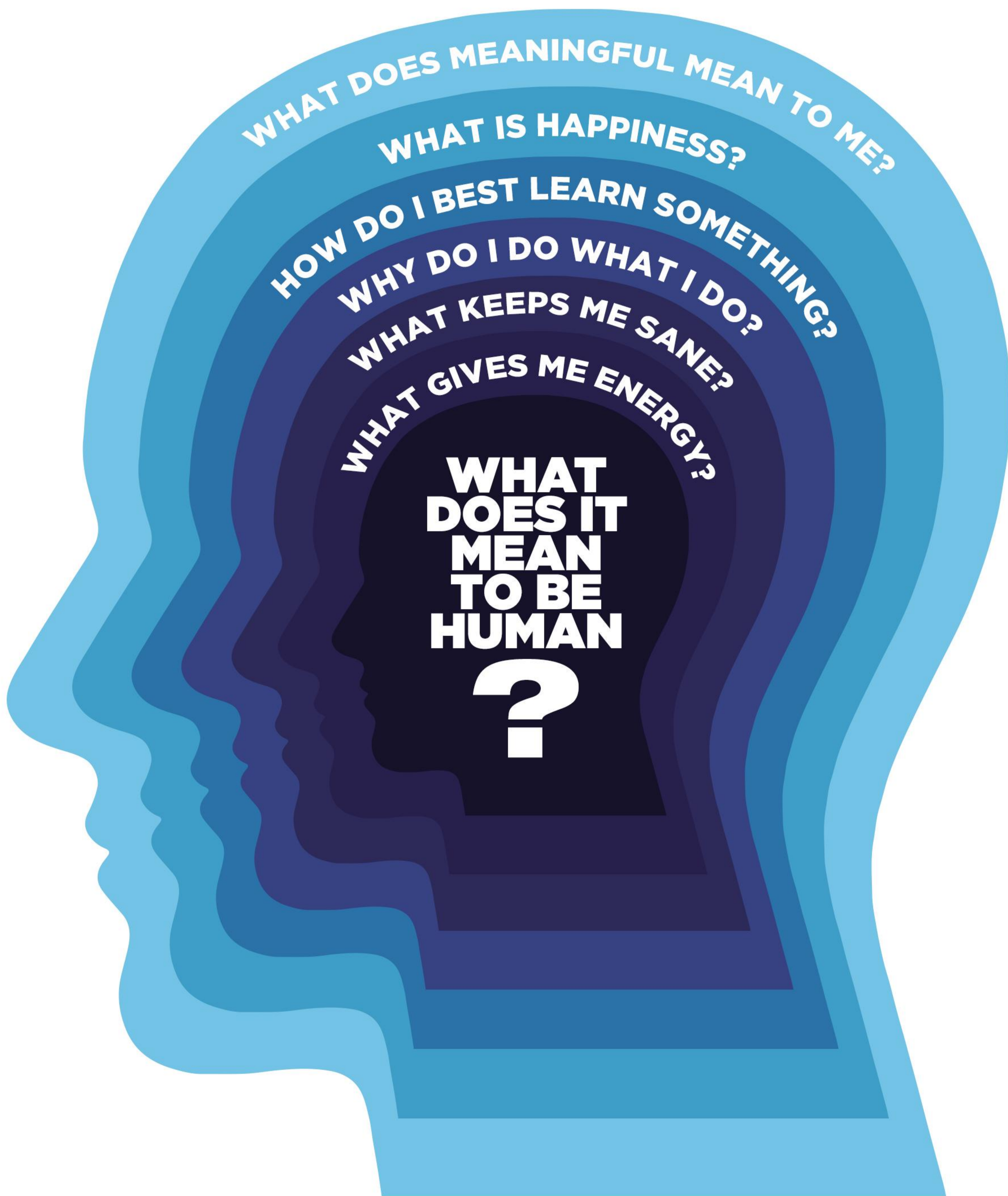
Then move on to the next question, '*What gives me energy?*' and so on...

We start here because without knowing yourself it's hard to reveal the work that matters most. By revisiting these provocations every now and again you'll become increasingly aware of the shoes you'll fill and the ones you intend to step into.

If you're looking for some inspiration you can see what other's have answered [right here](#)

If you'd like to dive deeper see chapters 15 and 17 in **SHAPERS**.

BEING HUMAN AT WORK



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What does it mean to be human?

What gives me energy?

What keeps me sane?

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Why do I do what I do?

How do I best learn something?

What is happiness?

What does meaningful mean to me?

VITAL INGREDIENTS

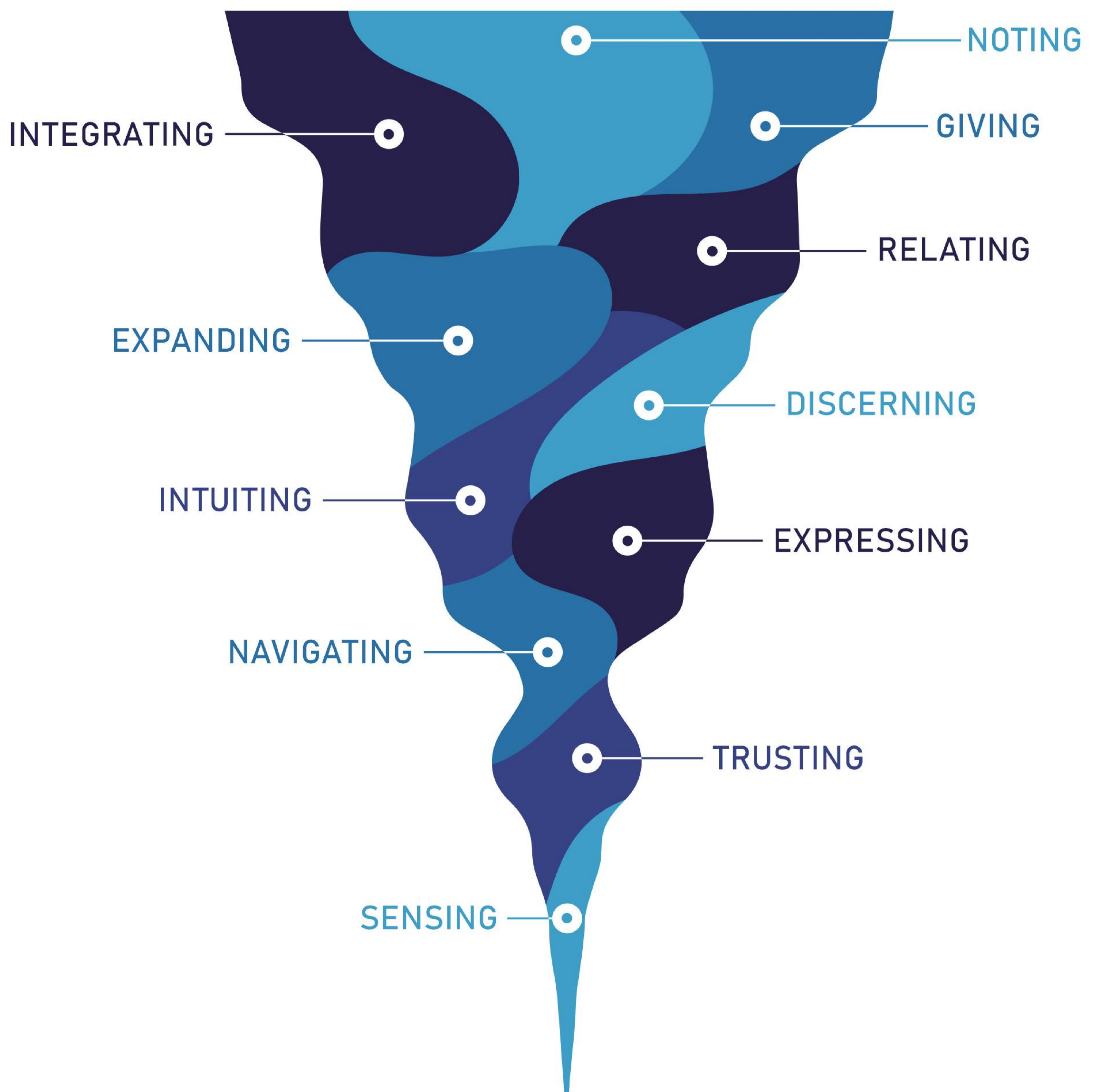
Now we investigate how you see yourself with the ingredients that live below sea-level. These are the capabilities that others rarely see yet are really what elevate you. They are fluid and always being challenged and developed.

Begin with 'Integrating' and observe how you connect yourself with your work. Write down what comes to mind. If you feel inclined, rate yourself out of 10. For example, if you feel 100% wholly connected to your work then go on and give yourself a 9 or 10. Next move on to 'Noting' - this is your ability to choose and act from a place of wisdom...

Be kind but honest with yourself. This is a humble inquiry into your soul.

If you'd like to dive deeper see chapter 9 in **SHAPERS**.

VITAL INGREDIENTS



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INTEGRATING

Give life to a myriad of projects that we are valued for and that fuel our inner working lives. Combine and recombine as needed.

NOTING

Bear witness, observe, pause, respond, refuse, and choose from a place of wisdom. Practise self-awareness so that we can direct our focus to those things that makes our minds soar and our hearts sing. Remain cognisant of our teammates and the entire organisational system.

GIVING

Commit to something greater than ourselves. Dedication can't be faked and companies can smell it from miles away. Let the care we have and the quality of our work do the talking.

RELATING

Connect with others for depth not breadth. Building meaningful relationships is enlightened self-interest at work. It helps us build a safety net that provides the confidence to create our personal flywheel for doing our best and deepest work.

EXPANDING

See the world with wide eyes and remain open to possibilities, understand situations from another's point of view with an open heart, and let go of our egos to embrace the unknown with an open mind.

DISCERNING

Time is finite. The trick is to be ruthless in managing our energy, so that it can expand and become boundless.

INTUITING

Sometimes working things out by intuition and learning to trust our gut.

EXPRESSING

Be a good steward to our unique gifts. Create, experiment, and serve ourselves and others with gumption.

NAVIGATING

The tenacity to engage with the unknown and constantly stretch our capabilities through training, novel experiences, high contrast conversations, experimentation, and feedback. Showing courage to step out of our comfort zones and never rest on our laurels.

TRUSTING

Nothing fruitful in the long term comes without integrity. Trust is earned over time and by reputation. There is no quick hack.

SENSING

At the individual, collective and global level appreciating what's needed in any given moment—and then having the courage to show up wholeheartedly.

INTEGRATING

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MODES OF SHOWING UP

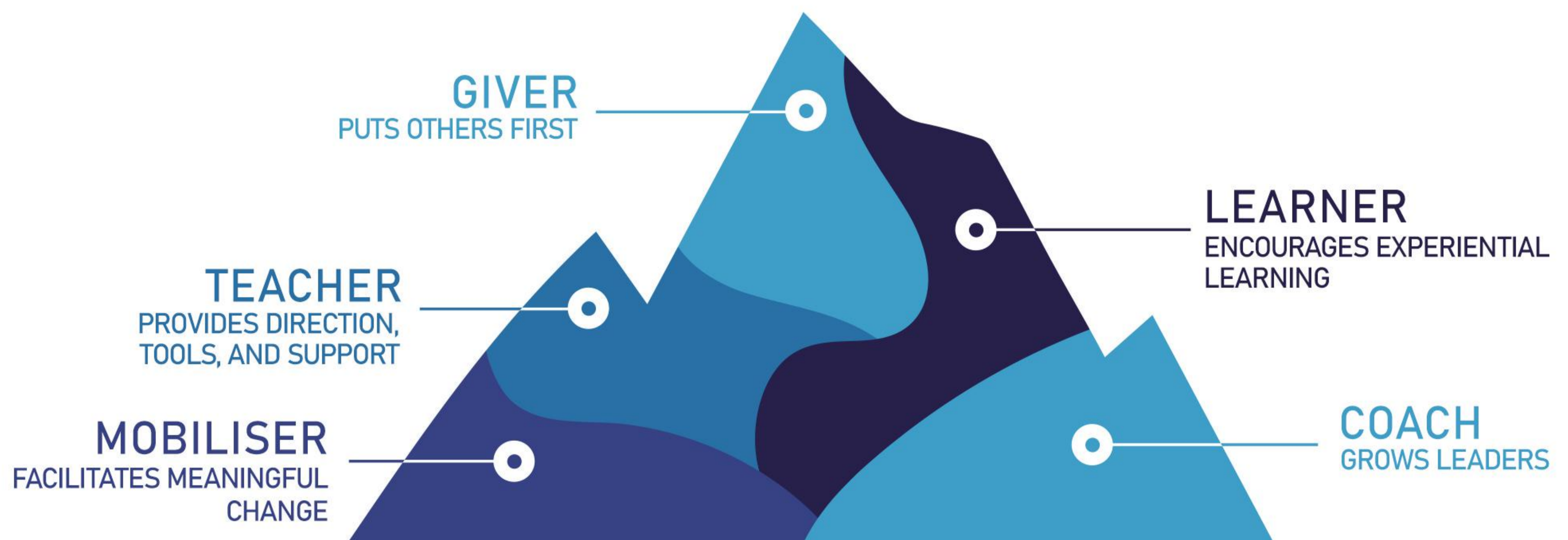
Finally, with the insights you've gained through your inquiry - you rise above sea-level. You emerge as the leader that people see and present yourself in life as the and human you choose to be.

Look back at step 1 and step 2. Then starting with the 'Learner' think of a question or statement that embodies this quality and is something you would actually say. Then move on to the 'Giver' and so on...

After you complete this stage - look at the examples provided and see how yours are reflective of your unique style and idiosyncrasies.

If you'd like to dive deeper see chapter 16 in **SHAPERS**.

MODES OF SHOWING UP



MODES OF SHOWING UP

LEARNER

GIVER

COACH

MOBILISER

TEACHER

MODES OF SHOWING UP

LEARNER: Can you tell me more?

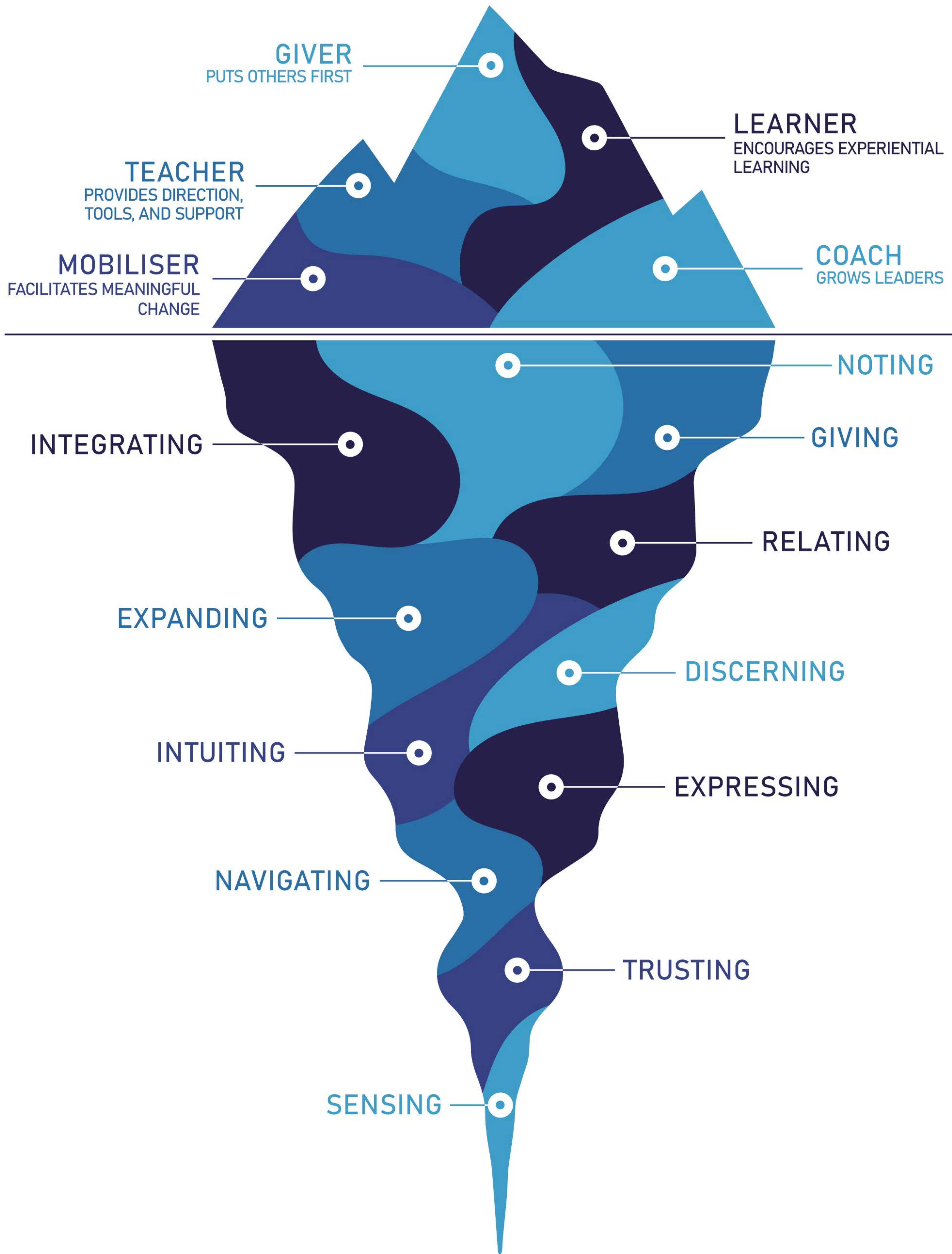
GIVER: How can I help?

COACH: What's another possibility?

MOBILISER: We got this.

TEACHER: What do we know?

ALL TOGETHER NOW



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ALL TOGETHER NOW

OK, I lied. Just one more step. It's time to write a letter to your future self. It can be short and punch or long and windy.

Reflect on the 3 x exercises you just did. Now, tell your future self what resonates? What are you most proud of? What would you like to see more of in yourself? And most importantly, congratulate this future you because you'll have done so much work.

Presumptuous? Yes. Crazy? Hell no.

You can use 'schedule send' in Gmail or use this [**snazzy site**](#).

And if you **send us an email** with any thoughts on this toolkit experience - along with your postal address - your future self will receive a one-of-a-kind postcard with a very special note.



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AND
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