



Whole People, Whole Leaders

EXPLORING YOUR SEEING THINGS WHOLE PROFILE

Seeing Things Whole

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SEEING THINGS WHOLE

Exploring Your STW Profile

USING YOUR PROFILE TO GAIN FRESH PERSPECTIVE
ON EVERYDAY ISSUES

The purpose of this worksheet is to enable you to begin to explore your survey results and to use the survey as a pathway into gaining perspective around an issue or growth challenge facing you.

You'll begin by looking at your survey scores to see how they offer an initial picture of your life around three dimensions.

You'll then be invited to explore in greater detail the results of your profile, using that exploration as a means to identify an issue that you'd like to explore. The workbook will invite you to map some important information about the issue, and examine it from the perspective of STW's Three-Fold model.



STEP ONE: EXPLORING YOUR STW PROFILE

For starters, transfer three summary scores from your *survey summary sheet*, writing the numbers in the appropriate boxes below. These numbers represent your base profile. Noting them, then read through the brief overview of the three dimensions which they represent. For a fuller description of each of these dimensions, you can turn to the *Three-Fold Model for Personal Wholeness*.

Identity

The Identity dimension focuses on the clarity you currently have about what you value and believe. This dimension also focuses on the extent to which you integrate these into your day-to-day decision-making.

Purpose

The Purpose dimension focuses on your clarity about your life purpose or vocation and how what you do in the world reflects this clarity.

Stewardship

The Stewardship dimension focuses on how you gain and use your resources so as to reflect your values and life-purpose.

Here are a few assumptions and questions about these three dimensions.

- Each of these three dimensions is a part of our lives.
- Each of us tends to be drawn to some of these dimensions more than others and spend more time tending to the dimensions that draw us most strongly.
- It is normal for there to be some imbalance among these three dimensions, and at any given point in time one dimension or another may need attention and strengthening. Which of the three dimensions received the lowest score on your profile?
- These dimensions are often enough in some degree of tension with one another and can pull us in different directions.



STEP TWO: DIGGING INTO YOUR PROFILE

The real benefit of the profile is the three-dimensional perspective it offers on our lives, the challenges we face and the decisions we make.

As a way of exploring the usefulness of this approach, this step invites you to dig into your survey results and identify an area of interest for further exploration. Try this out:

1. Begin by looking over your three scores again. Is there one of the three that is significantly higher than the others? If so, which is it? Place a check mark in the appropriate box below.
☐ Identity
☐ Purpose
☐ Stewardship
2. Is there one of the three that is significantly lower than the others? If so, which is it? Place a check mark in the appropriate box below.
☐ Identity
☐ Purpose
☐ Stewardship
3. Looking over your *Survey Summary Sheet*, are there any individual statements to which you assigned an unusually low score? Which ones? Circle them.
4. Look back at the survey itself, review the statements receiving particularly low scores. Select one of these that is particularly intriguing to you and that you would like an opportunity to explore further. Write that statement in the space provided below.

5. Take the statement you have identified, and turn it into a goal statement using a “How to ...” format. For example, if you had chosen question #8 “I welcome feedback and criticism and seek to grow from my mistakes,” you might create the following goal statement: “*How to grow in my ability to welcome feedback and learn from my mistakes?*”



STEP THREE: IDENTIFYING DESIRED OUTCOMES

Next, as a way to further reflect upon your challenge, imagine what things would look like if you were successful in achieving your goal. What would a really good outcome look like?

For example, if a friend was to ask you after the challenge had been addressed how things had worked out, what would you like to tell them? What would have changed, and how is your life different as a result of this change?

Take a moment to identify and write down those desired outcomes in the spaces provided on the next page.

STEP THREE: IDENTIFYING DESIRED OUTCOMES

1.

2.

3.

4.

5.

Revisit your challenge statement in light of the characteristics of a desired outcome that you identified above. In light of these things, are there any changes you wish to make to sharpen or clarify your statement of the challenge? If so, enter it here:

HOW TO . . .



STEP FOUR: FORCE FIELD ANALYSIS

In the previous step, you were invited to describe some elements of a desired outcome to the challenge you identified.

In this step, as a way of gathering additional information about the challenge, you will be invited to do a force field analysis in which you identify factors (forces) which may impact your ability to achieve the outcome you've described. The force field analysis is a nice way of beginning to identify and visually represent lots of information (both hard data and assumptions) that will help to clarify and shape your emerging thinking about the nature of the challenge and inform your thinking about possible strategies for addressing it.

In the diagram on the following page, begin this process, following the directions below.

Directions

1. In this space provided on the top of page 9, rewrite your priority desired outcomes from page 7.
2. In the upper space of the lefthand column on page 9, briefly note any events or people or other life factors that are likely to be helpful in enabling you to achieve the outcomes you desire.
3. In the upper space of the righthand column, briefly note any events, people or factors that may make it more difficult to reach your desired outcomes.
4. In the lower space of the lefthand column, briefly note any personal strengths, abilities, qualities and tendencies that are likely to improve your ability to reach your desired outcome.
5. In the lower space of the righthand column, briefly any personal strengths, abilities, qualities and tendencies that may make it more difficult to reach your desired outcome.

Note: In doing this force field analysis on the particular issue you've selected, you may well discover that you have more data in some quadrants than others. Don't worry about this.

STEP FOUR: FORCE FIELD ANALYSIS

Desired Outcomes

Events and People who are
Likely to be helpful

+
+
+
+
+
+
+
+

Events and People who are
Likely to make it difficult

-
-
-
-
-
-
-
-

My Strengths, Abilities and Tendencies
that are likely to help

+
+
+
+
+
+
+
+

Ways that I may hinder myself in
achieving this goal

-
-
-
-
-
-
-
-



STEP FIVE: IDENTIFYING STAKEHOLDERS & THEIR INTERESTS

No doubt in identifying your challenge you had to think about some of the people who somehow have a stake in how you will address this challenge. These *stakeholders* could include family, friends and significant others, your coworkers, your supervisor, members of any neighborhood or community groups in which you participate, and anybody else who is somehow impacted by you.

For some of these stakeholders, the effects are likely to be positive. Others will be stretched and challenged. In truth, the interests of some stakeholders will inevitably come into tension with the values and interests of others.

Directions

1. In the appropriate space on page 11, note your priority desired outcomes.
2. Using the space to the right, briefly identify specific stakeholders (or stakeholder groups) that are connected to you who are likely to be somehow impacted by your efforts to address the issue you've identified and who, consequently, may support or oppose your efforts to achieve the desired outcome you've described. Locate those stakeholders in the appropriate sphere or dimension.

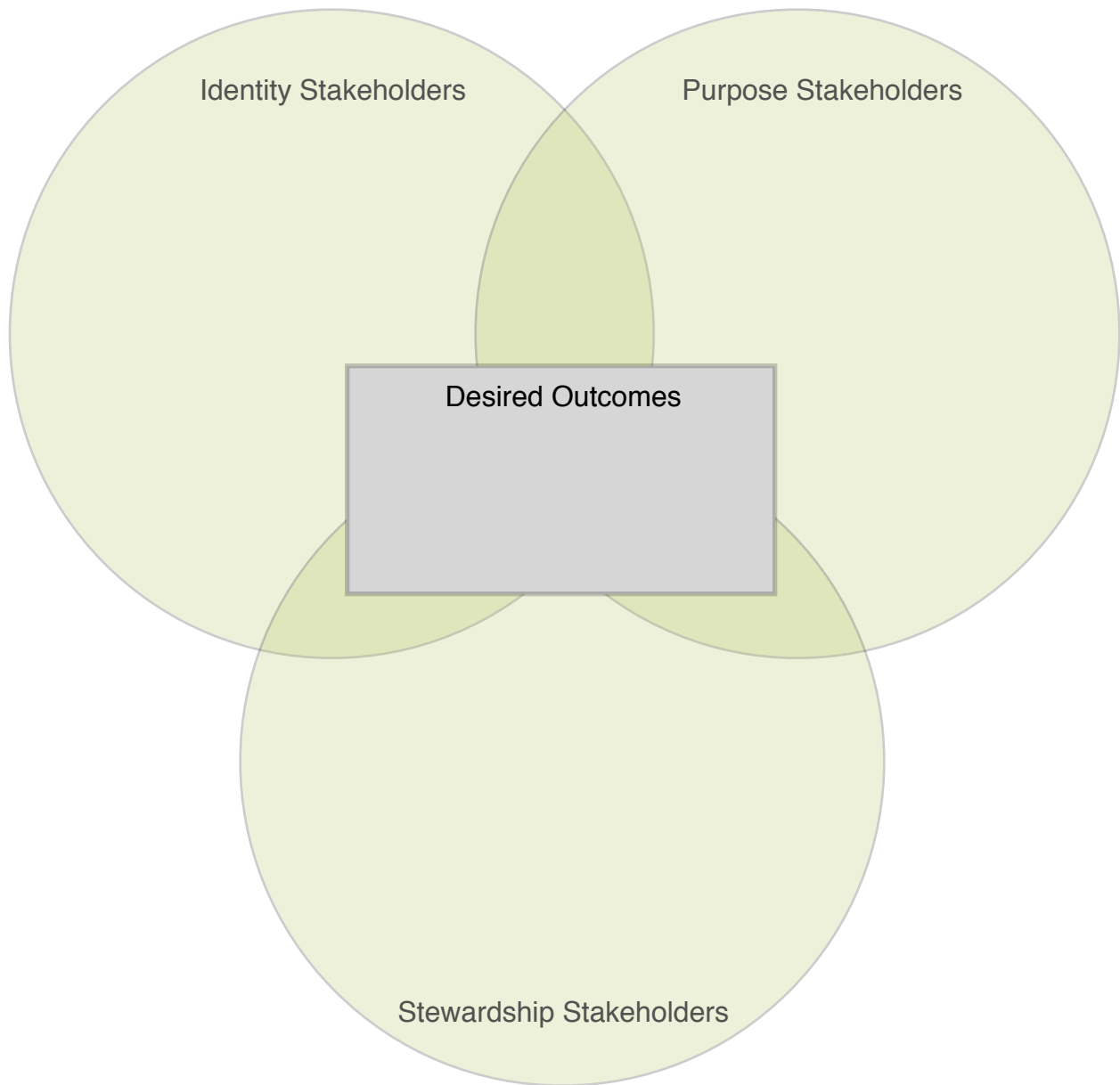
Typical **Identity Stakeholders** include *yourself, parents, children, life partners, close friends, communities of meaning (e.g. religious congregation, support groups)*

Typical **Purpose Stakeholders** include those in the world you feel particularly called to serve through your choices and actions.

Typical **Stewardship Stakeholders** include those who are financially dependent upon you, and who are impacted by the way you acquire and use your resources.

3. In addition to naming the stakeholders, attempt also to state briefly the needs or desires for each of your key stakeholders identified in which will be affected by the your attempt to address the challenge which you've identified.

STEP FIVE: IDENTIFYING STAKEHOLDERS & THEIR INTERESTS





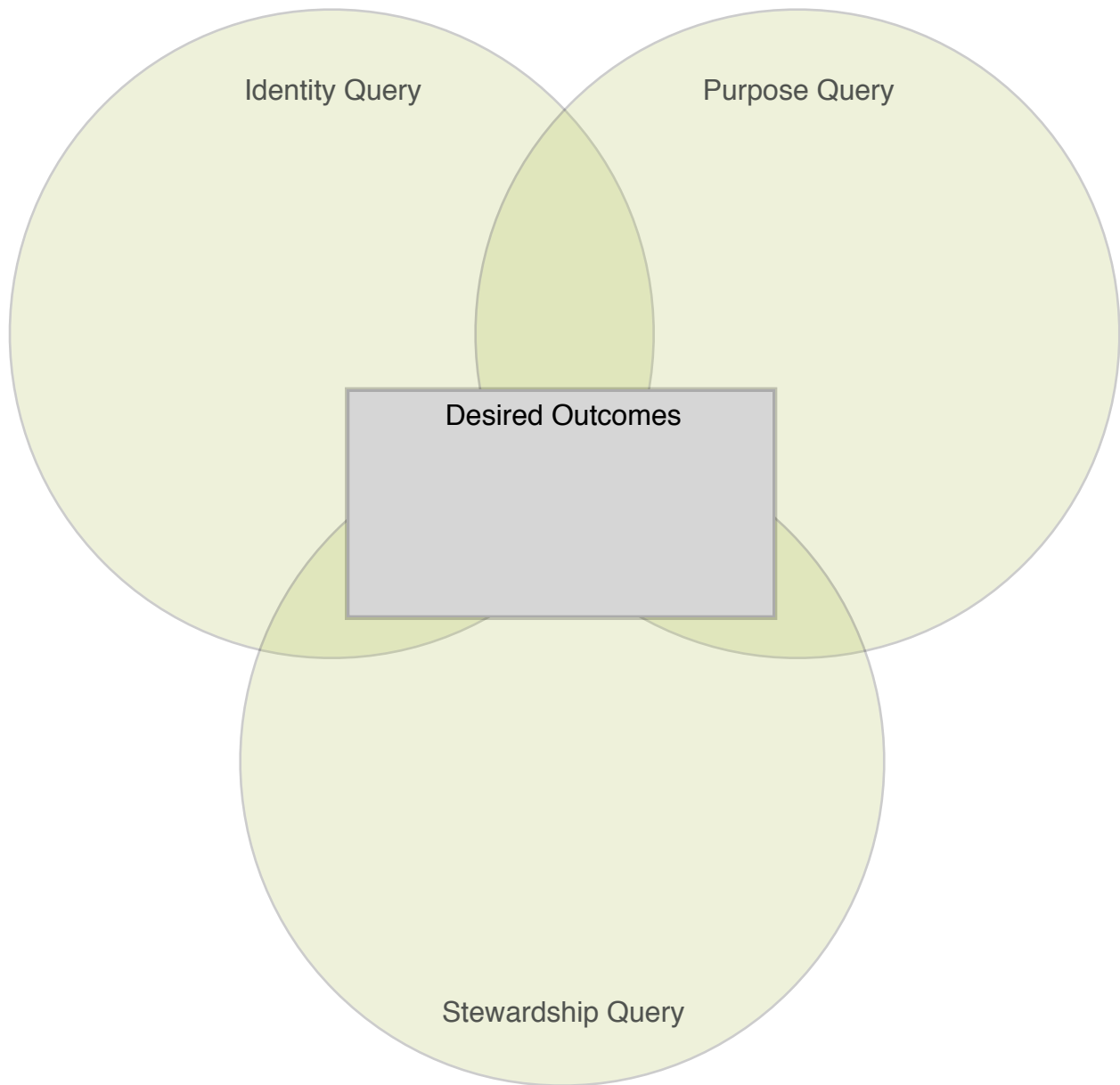
STEP SIX: GAINING THREE-FOLD PERSPECTIVE

In the last few steps of this exploration, you've been invited to start the process of developing a *three-fold perspective* on an issue. In this step, you'll be continuing that work through identifying three *queries* (uniquely values-based questions), one from each of the three dimensions of STW's *Three-Fold Model for Whole People, Whole Leaders*.

Directions

1. Write your priority desired outcomes in center of the threefold image of organizational life on page 13.
2. Next, turn to pages 2 and 3 in the *Three-Fold Model for Whole People, Whole Leaders*. These two pages focus on the *Identity* dimension of our lives. Here you'll find a description of this dimension. On the second page you'll find a list of *Queries*. With your priority desired outcomes in mind, read through this list and select one of these queries that speaks a provocative or particularly relevant word to the issue at hand. Write that query in the *Identity* sphere on page 13 of this workbook.
3. Next, turn to pages 4 and 5 in the *Three-Fold Model for Whole People, Whole Leaders*. These two pages focus on the *Purpose* dimension of our lives. Here you'll find a description of this dimension. On the second page you'll find a list of *Queries* related to the *Purpose* dimension. With your priority desired outcomes in mind, read through this list and select one of these queries that speaks a provocative or particularly relevant word to the issue at hand. Write that query in the *Purpose* sphere on page 13 of this workbook.
4. Next, turn to pages 6 and 7 in the *Three-Fold Model for Whole People, Whole Leaders*. These two pages focus on the *Stewardship* dimension of our lives. Here you'll find a description of this dimension. On the second page you'll find a list of *Queries* related to the *Stewardship* dimension. With your priority desired outcomes in mind, read through this list and select one of these queries that speaks a provocative or particularly relevant word to the issue at hand. Write that query in the *Stewardship* sphere on page 13 of this workbook.
5. Finally, in the space provided at the bottom of page 13, in light of your reflection so far, make note of anything you want to be sure to keep in mind as you move forward with this issue.

STEP SIX: GAINING THREE-FOLD PERSPECTIVE



Things to Keep in Mind...



STEP SEVEN: IMAGINING NEXT STEPS

By now, you've done some significant reflection on the issue you identified from your survey results.

At this point, take a few moments to imagine what concrete steps or actions you might take to move forward in addressing the issue. What ideas come to mind?

Use the space below to note them for future reference or planning.

WRAPPING UP

Nice job! That was fairly structured and disciplined piece of work you just completed and hopefully one that allowed you to discover some clarity around the issue you were exploring.

At some point, when you have time, you could repeat this process, starting as you did this time with your survey results and identifying another question in the survey instrument that calls out for some additional exploration.

As a way of deepening this journey of *seeing things whole*, STW offers additional resources which invite you to explore related areas. Learn more about these resources and the work of Seeing Things Whole at www.seeingthingswhole.org



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