


**Exercise: Mapping Personal Leadership (30 min - 1 hour to 1 week!)**

**Try picturing in your Journal, what guides and drives you?**

Take your time and work on it quietly for a week. Let your awareness grow and develop your own overview! In the coming period, monitor to what extent the Personal Leader in you is in control, or how it may be disturbed.

This is an intensive exersice, but very empowering!

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Below you will find dimensions (with explanation) of Personal Leadership and questions. Using a search or AI-tool, you can probably generate sample lists that will inspire you. Discuss your ideas and answers (and questions) possibly with your partner, friends or a coach/therapist.

Of course, it's not about a perfect list but about your growth process. Gain more insight, make more authentic choices and fill in personal leadership.

## Values

Your principles, your basic choices about who you are and what you stand for. What you value.

Values act as a compass that helps you make choices that are in line with who you are and what you find important. They guide your decisions and ensure that you live in harmony with your beliefs. In addition, they promote self-awareness and integrity by allowing you to align your actions with what really matters to you, leading to a greater sense of self-respect.

In addition, values play a crucial role in building strong, healthy relationships. They help you connect with others who share the same principles, leading to greater understanding and mutual respect. Knowing your values helps you encourage personal growth and take responsibility for your choices, which benefits not only yourself, but also those around you. So having values is important not only for your own well-being, but also for the quality of your relationships and the impact you have on the world.

Examples of values: love, compassion, friendship, freedom, respect, honesty, responsibility, loyalty, adventure, or equality.

These may seem like “inkheads,” but what values are you really consciously choosing? What do you stand for? And how do you deal with others who have different or opposite values? Or if you can't stick to your values yourself? What happens then? What do you need to clarify your values or to stay true to them? (nb. values can change throughout your life!)

## Norms

Norms are rules of behavior that derive from your values or those of others. For example: if respect is a value of yours, a norm might be to let someone finish talking in a conversation. Norms can change situationally. Sometimes something can make you deliberately not let someone finish for a while. Or that honesty is a value of yours, but that you can condone a little lie “for your own good” for yourself.

What are standards for and of you? And do you deal with them flexibly or rigidly?

## Talents

Talents are your natural, inherited aptitude, and the ability to develop this aptitude into specific skills through learning/training/practice and experience. Talent can manifest itself in the ability to learn something quickly, perform exceptionally well, or perform particularly well in a specific area. A father or mother of 2 children knows immediately: one child is unique and has a talent for different things than the other. One has a “language gift,” the other is musical or

skillful or athletic in disposition. Hopefully they stimulated you to develop your unique talents. Or are you now doing that yourself (consciously)!

What are your talents? Have you ever taken a talent test? Or discussed your talents with others at school or at work? Does what you do match your talents? (You can like something, but whether you become really good at it also depends on your talents. Going for something but missing the talent can be frustrating. Ask yourself if it will ultimately make you happy and keep you happy.

## Skills

A skill is being able to do something. Your talent and how much you learn and grow determines how skilled you can be.

Someone with a talent for communication may develop into a computer specialist, journalist, manager or social worker and develop specific communication skills to do so (which may vary by role).

Sometimes you can even develop compensatory skills. For example, arguing and communicating persuasively, or always shooting into an (unsolicited) caregiver role, because you unconsciously feel a need to be heard and seen.

How consciously do you develop your skills? Do they match your talents? Is it something you want, or what others expect of you? Do you get energy from being engaged with your skills and working on your skills, does it make you happy? Or are you trying to compensate for an inner insecurity?

## Drives

Drives provide the energy and motivation to live your values and achieve your goals. When you look at drives you often see that underneath a named drive is a subconscious drive. Ultimately, your drives can be traced back to very basic and old fears or desires rooted deep in our system. Survival, group acceptance and connection (was once also essential for survival), reproduction, power and influence (was once also essential for survival), or named entry requirement for “Heaven” in the afterlife.

In modern life, a derivative could be wanting a beautiful, smart or rich partner (or all three, of course), sufficient nutrition or education, for yourself or your

family, wanting to (s)make or visit quality food, wine or restaurants, being popular on social media, or wanting to be president or leader and not a follower, or daily sufficient gratitude and/or prayer and respect etc.

Do you know your drives? Are they love or fear oriented? (Possibly see the article on the 7Qi website about Love-based living). Do you find it difficult to name your motives? On the Internet you will probably see some sample lists. Try filling in the “layer below” your named drives. What is underneath that need or desire of yours? And is it out of self-love or out of fear (always an important energetic consideration to make).

## Internal and external motivation

Motivation is the pull that gets us moving, helping us achieve goals, whether they are personal ambitions or professional achievements.

- Internal motivation comes from within and is driven by personal desires, such as the desire to better yourself or to do something you are passionate about. It is the motivation that arises when we do something because we want to do it ourselves, such as improving your health or developing a new skill, purely for the satisfaction it gives us or because it aligns with our deep inner voice that this is our life's mission.

- On the other hand, external motivation is linked to outside influences, such as rewards, recognition or pressure from others. This can be, for example, the pursuit of a salary increase or meeting expectations of those around you. So your motivation is influenced both by your own will and desire and by the influences of others.

Whereas your internal motivation gives you direction and purpose, external factors can sometimes urge or push you to achieve your goals, but true fulfillment often comes from what you yourself value and want to achieve.

What motivates you at the moment? Do you feel motivation? Interest or even passion for actions? Impatience? Anxiety, or just a warm feeling and joy?

## Appropriate goals & appropriate actions

That which connects with who you are, what you stand for, what you want and what you are capable of seems an appropriate goal or action. Being aware of that is already special.

But, of course, you don't live in the world alone. So connecting with what others want or need is also important. The best is when your goals and actions that you would like to fulfill from within yourself connect with the needs of others.

The Japanese principle IKEGAI defines overlap of ability/willingness/doing/connection to what others need.

Are your goals and actions appropriate for you? Do you want to shape them whether employed or self-employed and why? Do you let others hinder what you want? Or do you rather impose on others what you want?

## Handicaps

Although you may not immediately see it, you and everyone around you have handicaps. For example, unconscious or conscious pitfall behavior, limiting beliefs, attachment patterns, (developmental) trauma that causes you to attack, flee or freeze at times when you don't want to, or blindness due to enormous talent that swallows up all your attention.

Everything you do that makes you or others around you less healthy or happy, everything you do condemn, every allergy of yours about things or others is an indicator of your own disability. To the man/woman with the hammer, every solution is a nail. But of course, a nail is not always the (best) solution.

Developing (self-)awareness on one's own disabilities is important, because it helps to see through and overcome barriers to the life journey you actually want to make.

Do you know your 3 main handicaps? Why these three? Do others feel the same way? Are you working to overcome your disabilities? Why or why not? Is your life even defined by a long-term disability? Do you only try to do something about it yourself or may you also seek/ask for help in doing so? Why yes/no?

## Incongruent actions

Once what you say (want) and what you do don't match you act “incongruent” with what you say or do. This is an important indicator of subconscious disabilities or barriers.

Anyone who smokes or regularly drinks a little too much, buys too much, or scrolls around too much on social media or has other (hopefully minor!) obsessions or addictions knows this is not healthy. There is an underlying reason for doing so anyway apparently. Sometimes suppressing certain feelings, or you think you are actually rewarding yourself with it.

A somewhat bigger example is staying in a relationship that is not healthy for you, maintaining toxic friendships, or continuing to do work that exhausts you mentally or emotionally.

You know best that “doing what makes you really happy” (and staying healthy) is important. And (perhaps deep down inside yourself) also that you are worthy of living a life where you experience joy, love and happiness.

It is important not to judge yourself, or get bogged down in complaining.

AND it is important, to *'recognize' that which does not make you happy or calm*. And to do something about it!

What are things you do but perhaps should not do? What development points follow from that? Or who are you going to talk to about it? Because that too is part of personal leadership.