

Video Transcript: Impact with Integrity - Module 6, Lesson 2

So we're in the no heroes part of our Model For Unleashing. And, how can you do this in a sustainable way? This is one of my very favorite topics of genius...Of what's the highest leverage ways that you can contribute to making the world a better place and to spreading and scaling what it is you have to everyone who can benefit in a way that's not only just sustainable, but regenerative and enlivening for you personally, right? Because people burn out in this stuff and I don't want you to burn out. So, let me share with you the best thing I have to help you not burn out. First, I want you to pause and reflect and think about what were the things that you love doing when you were a kid? You loved it so much that the people who were raising you would call you in for dinner and you wouldn't come in because, you're so busy doing whatever that thing was. So, take a minute, hit pause, write down what were the things you love doing? And then as soon as you have that, come back.

Welcome back. Glad you're here. And, let me show you with my kids. So, we have two kids and let me show you the kinds of things they do so you can get a sense of what I mean by this genius. So, this is some sort of Blair Witch tower, where you can see there's an outdoor table that's like this, and then another outdoor table balancing on top of it. And, everything on there is intentional. And, my son just does this. We didn't teach him to do it. We didn't ask him to do it. He just does it. And, this is who he is. It's part of his genius. He takes things and just balances them. This one is of a chair that the third night in a row that Angry Penguin was cleaning up after him, I noticed, wow, the chairs always tilted down and then the little tube is always this way and the box is this way. And, literally every night he would put it in the same spot and it meant something to him, right? But, the best was when I was going to pick him up at preschool one day, out of the corner of my eyes, I saw this structure and I knew my son had been there. And if you look closely at this, you can see that there's an intentionality with all of the cones. I don't know what he's going to do when he grows up. But my deepest hope is that somehow this continues to find a way to express itself through him, whatever that is.

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My daughter, on the other hand, is very caring and compassionate and, constantly I'm finding her little stuffed animals with ice packs on them. So she has...I'll find them around the house. So, these are some pictures here where you can see her caring for stuffed animals with an ice pack. So, here's some other ones that have band-aids. Every single stuffed animal she has has a bandaid. Here's a Spiderman with a bandaid. And it goes on and on and on. I thought I had found one that didn't have a band-aid, but, ope, oops --that one has a bandaid too. This is just who she is. And, so she's very...whatever it is she does when she grows up, I hope this finds a way to continue to express. It's her essence. It's her core. It's who she is. So, now the question is, what is that for you? Of the things you loved as a kid, how can you continue to bring that into your work now? So I learned about this from Gay and Kathlyn Hendricks. Their book *The Big Leap* is really helpful in this. Or, *The Joy of Genius*. Two books that are really helpful. Your genius is your unique skill, the thing you love doing, you're really good at it. And if you're really honest about it, it doesn't really feel like work. So, I want you to get curious about what are those things and how can you do more of those? Your zone of excellence is, you actually are really good at it, but if you're honest with yourself at the end of the day, you feel a little bit drained. Your zone of competence is, you can do it, but so can everybody else. In fact, there's plenty of people for whom that is their genius, that you're wasting your time trying to do that. And, then your zone of incompetence is something that quite frankly, you're pretty bad at it. And Susan Jane, one of our faculty fellowship says, your zone of incompetence is where you need community, right?

So, it's really important to face into that too, and know where you need others. So, what I want you to do is use our worksheet on identifying these zones of genius (genius, excellence, competence, incompetence) and pull out your calendar, and look at the last two weeks of the things that you've done, and pick a typical week and extract them out and write down...categorize them.

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What were the things you were doing and what were you doing that were things that were in each of those zones so that you begin to find some patterns and notice what did the things, when you're in your genius have in common? What did the things in your excellence have in common? What we want you to do is spend more and more time in your genius and find ways to let go and find community and get help, or delegate, whatever it is, things that are not in your genius. So, pause when you're done, we'll have a little bit more for you to explore your genius, but go ahead and pause, look at your calendar and categorize all those activities. And, then we'll see you back here in a few minutes.

Welcome back. Let's take it a little bit deeper. On this next worksheet, I want you to just interview yourself, ask yourself these questions and just start to surface, where are some more ideas about what it is when you're in your genius? There's a few other tools I can recommend to you. I can recommend strengths finder. An assessment called the Kolbe A, "The Big Leap "by Gay Hendricks and a genius tracker. We have the genius tracker as a tool on our website, where it says tools,. It's a template, where for a couple of weeks, you could literally track what you're doing and what zone you think you're in and it'll spit out for you what percentage of your time you're in your genius. What I would recommend is, starting out, commit to spending at least half of your time, if not more, in your genius. And, if you're not doing at least that, what can you let go of and empower others? And what can you do to get more of your genius expressed out in the world? So, I hope this is helpful for you. I hope you use it. And, I hope that will make this more sustainable and build up your resilience, so you can really stay in this for the long-term, because I think the world needs that. So good luck.