



GETTING TO *WHY* Workbook

Including exercises for every chapter in the book
by
JB Symons with Matt Rouge

Name: _____

Co./org.: _____

Date begun: _____

Date completed: _____

Notes: _____

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A Practical Guide to Finding Your Highest Purpose

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GETTING TO *WHY*

Before you begin...

The following exercises are simple but powerful, revealing to you the life you wish to live and your current position in it. Answer as honestly and frankly as you can: only you will write, read, and ponder your answers, but getting them down on paper can have a surprisingly big effect on your understanding of your life and yourself.

In fact, I have learned through years of experience that writing down thoughts—even if they seem negative or superficial or embarrassing or otherwise undesirable—is a key part of attaining personal change. Just answering in your head doesn't cut it—trust me! So please write down your answers. Use additional sheets of paper or type up your answers if you desire. You'll reap big rewards in understanding yourself.

You may respond to these questions either personally or professionally or both. The more you can reveal about yourself, the more you will see.



GETTING TO *WHY*

*Exercise for Chapter 1: Why **Why?***

1. In what I am doing now, what is giving me the greatest sense of accomplishment?

The least sense of accomplishment?

2. What are my top five personal strengths?

1. _____

2. _____

3. _____

4. _____

5. _____

Top five personal weaknesses?

1. _____

2. _____

3. _____

4. _____

5. _____

3. What do people praise me for most often?



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Exercise for Chapter 1: Why Why?

Criticize me for most often?

4. What have I done to improve myself in the last twelve months?

5. Do I have a secret project or private plan for “sometime” in life? If so, what is it?

6. If at some time in the future a statue were created in my honor, I would want its plaque to list the following things I will have accomplished.

7. As a result of reviewing what I’ve written above, what are my top five motivators?
(Examples: *recognition, acceptance, money, power, prestige, status in company, love of family, etc.*)

1. _____

2. _____

3. _____

4. _____

5. _____



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Exercise for Chapter 2: Pleasure and Satisfaction

1. What are the Top 5 things giving me pleasure in life right now?

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

2. What are the Top 5 things giving me pain in life right now?

- 1. _____
- 2. _____
- 3. _____
- 4. _____
- 5. _____

3. What is my overall level of satisfaction and dissatisfaction with my life as a whole right now?

4. Based on my answers above, where would I place myself on the Pain-Pleasure, Satisfaction-Dissatisfaction Graph?

5. *Why* am I located where I am on the graph?



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Exercise for Chapter 3: Success and Failure

1. What are my Top 5 successes in life thus far?

1. _____
2. _____
3. _____
4. _____
5. _____

2. What are my Top 5 failures in life thus far?

1. _____
2. _____
3. _____
4. _____
5. _____

3. Who are the Top 5 people in my life supporting my success?

1. _____
2. _____
3. _____
4. _____
5. _____

4. Who are the people close to me who do not support my success?

- _____
- _____

5. Who are the people close to me whose success I do not support?

- _____
- _____

6. Going forward, what is my definition of success for myself?

- _____
- _____



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Exercise for Chapter 4: The Seven Areas of Life

In this exercise, you will rate your level of pleasure/pain and satisfaction/dissatisfaction in each of your Seven Areas of Life. The ratings are as follows:

- 5:** Maximal pleasure/satisfaction
- 4:** Intense pleasure/satisfaction
- 3:** Considerable pleasure/satisfaction
- 2:** Moderate pleasure/satisfaction
- 1:** Mild pleasure/satisfaction
- 0:** Neutral/can't tell
- 1:** Mild pain/dissatisfaction
- 2:** Moderate pain/dissatisfaction
- 3:** Considerable pain/dissatisfaction
- 4:** Intense pain/dissatisfaction
- 5:** Maximal pain/dissatisfaction

Please score your current level of pleasure (P) and satisfaction (S) in each area by putting a check mark in the appropriate boxes.

		-5	-4	-3	-2	-1	0	1	2	3	4	5
Physical and Health	P											
	S											
Mental and Educational	P											
	S											
Spiritual	P											
	S											
Social	P											
	S											
Family and Home	P											
	S											
Financial	P											
	S											
Career	P											
	S											



In what quadrant am I located in each of the Seven Areas of Life? *Why* did I score myself as I did?

Physical and Health

Mental and Educational

Spiritual

Social

Family and Home

Financial

Career



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Exercise for Chapter 5: Avoiding the Role Trap

For each of the Seven Areas of Life, consider whether there are any roles in which you find yourself currently trapped. If so, describe the role, how you assess yourself positively or negatively, and *Why* you are currently trapped.

The Roles in Which I Am Currently Trapped

Physical and Health

Mental and Educational

Spiritual

Social

Family and Home

Financial

Career



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Exercise for Chapter 6: Change

This chart is similar to the one you filled out for Chapter 4: *The Seven Areas of Life*. This time, you'll be assessing the level of change in your life for the past six months:

- 5:** Maximal change for the better
- 4:** Intense change for the better
- 3:** Considerable change for the better
- 2:** Moderate change for the better
- 1:** Mild change for the better
- 0:** Neutral/can't tell
- 1:** Mild change for the worse
- 2:** Moderate change for the worse
- 3:** Considerable change for the worse
- 4:** Intense change for the worse
- 5:** Maximal change for the worse

Please score your current level of change in each area by putting a check mark in the appropriate box.

	-5	-4	-3	-2	-1	0	1	2	3	4	5
Physical and Health											
Mental and Educational											
Spiritual											
Social											
Family and Home											
Financial											
Career											

After filling out the C rows in the chart, please answer the following questions:



GETTING TO *WHY*

Exercise for Chapter 6: Change

1. How has the level of change in my life over the past six months affected my overall level of happiness and satisfaction? *Why*?

2. How has change, positive or negative, been a source of grief in my life? How have I dealt with this grief?

3. How skillfully have I handled change over the past six months? What, if anything, can I do differently over the next six months?



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Exercise for Chapter 7: Wellness

You have now taken a look at your Seven Areas of Life, rating for each your current level of pleasure and satisfaction and the amount of change you have experienced in the past six months. You've also learned a bit more about wellness. Now please look again at each of your Seven Areas of Life and write down how you could improve wellness in each. Keep in mind that improving wellness doesn't just mean eliminating pain and dissatisfaction. It can also mean improving pleasure and satisfaction.

My Ideas for Improving Wellness

Physical and Health

Mental and Educational

Spiritual



Social

Family and Home

Financial

Career



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Exercise for Chapter 8: The Ladder of Fulfillment

Go through this worksheet as many times as necessary. You can also try going through it with your friends. It may introduce a new way of thinking that seems difficult at first, but the more you work with it, the easier it gets.

You probably will not use all the letters on this page. In fact, I usually do not have to climb further than five “rungs” with most clients. When you reach the goal that feels like your highest purpose, circle it and go on to the questions at the end of this exercise.

THE LADDER OF FULFILLMENT SELF-ASSESSMENT

What is a goal in your life that is important to you?

A. _____

What would “A” do for you?

B. _____

Which would you rather have—“A” or “B”? (Rewrite answer in following blank.)

C. _____

What would “C” do for you?

D. _____

Which would you rather have—“C” or “D”? (Rewrite answer in following blank.)

E. _____

What would “E” do for you?

F. _____

Which would you rather have—“E” or “F”? (Rewrite answer in following blank.)

G. _____

What would “G” do for you?

H. _____



GETTING TO *WHY*

Exercise for Chapter 8: The Ladder of Fulfillment

Which would you rather have—“G” or “H”? (Rewrite answer in following blank.)

I. _____

What would “I” do for you? (Usually by this point what you have written seems to be an end in itself—in other words, your highest purpose or level of fulfillment.)

The following are questions to answer after you have circled your highest purpose or level of fulfillment. (If you have been unable to come up with an answer, don't worry. Continue reading this book and come back to this page when you are ready.)

1. Does the goal you have circled feel like your highest purpose or level of fulfillment? *Why* or *Why* not?

2. During the exercise, did you come up with any specific methods for finding your highest purpose? What are they?

3. What are some specific steps you can take today to move toward your highest purpose and attain fulfillment?

4. What are your feelings at this point about the exercise and what you have discovered? Do you feel closer to understanding your highest purpose and how to get there? *Why* or *Why* not?



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Exercise for Chapter 9: The Three-Cylinder Engine of Personal Progress

Consider each of the cylinders of personal progress and assess how each is currently firing in your life. Also write down what you can do to improve each cylinder's performance.

My Three Cylinders of Personal Progress

Self-Motivation

Positive Attitude

Goal Direction



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Exercise for Chapter 10: Self-Esteem

As we learned in the chapter, self-esteem often varies in each of our Seven Areas of Life. In this exercise, please assess and describe your level of self-esteem in each area and your overall self-esteem level. Are you a Self-Worshipper, Milquetoast, or Gutter Ball Champion? Is your self-esteem too low, too high, or just about right?

My Current Levels of Self-Esteem

Physical and Health

Mental and Educational

Spiritual

Social

Family and Home

Financial

Career



GETTING TO *WHY*

Exercise for Chapter 11: Saying 'No'

As we learned in the chapter, pursuing your highest purpose in life means saying “no” to many things in life that do not match that purpose. What are the top three things in your life you are having a hard time saying “no” to right now? In trying to think of what these might be, it may help to look at the Seven Areas of Life. People are often more assertive in one area than another. For example, a manager may be very good at saying no inside his or her company but have trouble doing the same at home.

1.

2.

3.



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Exercise for Chapter 12: Fear and Doubt

As we discussed in the chapter, writing down your fears and doubts immediately reduces their power over you while increasing your power over them. Here you'll write down your Top 10 Fears. If you need to write more, use another sheet of paper. Don't stop until you get them all!

My Top 10 Fears

1. _____

2. _____

3. _____

4. _____

5. _____

6. _____

7. _____

8. _____

9. _____

10. _____



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Worksheet and Exercise for Chapter 13: Goals

On the following pages is the Getting to *Why* Goal Planning Worksheet. The method for filling out the worksheet is detailed in the chapter. Your exercise is to practice filling out the worksheet for one goal in any of the Seven Areas of Life. If you get in a groove, try filling out the worksheet for a goal in a different area of life. Over the next week or so, try doing so for each of the seven areas. Of course, if you feel like filling out more than one worksheet for goals in the same area, please do so. It is incredibly empowering to have a stack of sheets and being able to say, “These are all of my goals.”



GETTING TO *WHY*

Goal Planning Worksheet

Area of Life _____ Today's Date _____

Target Date _____ Achievement Date _____

Specific

My goal, stated as clearly and concretely as possible: _____

Measurable

I will use the following to measure progress and confirm achievement: _____

Attainable

I currently have/will acquire the following necessary abilities, skills, and qualifications: _____

Realistic

I have/will acquire the following necessary resources (time, money, etc.): _____

Trackable

I will do the following to track progress and confirm achievement: _____

**Reality
Check**

For this goal to have meaning, I need to be able to answer "yes" to all three of these questions:

Does this goal support my values for this Area of Life?	YES / NO
Does this goal help me get to <i>Why</i> ?	YES / NO
Is this goal worth the time, effort, and money it requires?	YES / NO

**Fear of
Failure**

My fears in detail, and what I'll do to overcome them: _____

**Fear of
Ridicule**

**Fear of
Success**



GETTING TO *WHY*

Goal Planning Worksheet

My Goal _____

Benefits

Benefits to be gained (losses to be avoided) from achieving this goal:

Affirmations

Positive statements to boost my confidence and focus:

Action Steps

Specific steps I will take to achieve my goal:

	Target Date	Review Date	Achievement Date
1.			
2.			
3.			
4.			
5.			
6.			
7.			
8.			
9.			
10.			

Possible Obstacles	Possible Solutions
1.	1.
2.	2.
3.	3.
4.	4.
5.	5.



GETTING TO *WHY*

Exercise for Chapter 16: Synergy

1. What is an example of great synergy in my life from the past or present, and who was involved?

2. *Why* was the synergy so excellent in this instance?

3. In general, in what types of situations do I find myself experiencing great synergy with others?



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Exercise for Chapter 17: Trust

Call to mind an important relationship in your life, present or past, in which you experienced or continue to experience a lack of trust. Identify the person and describe the problem. Then consider each of the three legs of the stool of trust and write down how the relationship was or is performing in that area. Finally, write down a possible solution to the problem. This is a useful exercise to go through anytime trust in a relationship is not what it should be.

A Relationship Requiring an Improvement of Trust

The Person _____

The Problem

Leg 1: Communication

Leg 2: Understanding

Leg 3: Cooperation

Possible Solution



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Exercise for Chapter 18: Direction

As we learned in the chapter, whether we are planning for the future or not, we all have a direction in life: the place where we will end up if we do not adjust our pitch and yaw. Please consider your current direction in each of the Seven Areas of Life and write it down. Then write down any adjustments that seem necessary at this time.

Physical and Health

Current Direction _____

Adjustments to Be Made _____

Mental and Educational

Current Direction _____

Adjustments to Be Made _____

Spiritual

Current Direction _____

Adjustments to Be Made _____

Social

Current Direction _____



GETTING TO *WHY*

Exercise for Chapter 18: Direction

Social Continued...

Adjustments to Be Made _____

Family and Home

Current Direction _____

Adjustments to Be Made _____

Financial

Current Direction _____

Adjustments to Be Made _____

Career

Current Direction _____

Adjustments to Be Made _____



GETTING TO *WHY*

Exercise for Chapter 19: The Manager's Role

As was stated in the chapter, the key to success as a manager is this: "Know your people." This rule applies in a company, church, family, or any organization. Choose an organization that's important to you and pick three people, describe what you don't know about them that you ought to know, and write down some steps you can take to improve the situation. This exercise may help you call to mind more people that you ought to know better. If so, keep writing and then take action!

People I Should Know Better

Organization _____

Person 1 _____

What I Don't Know _____

Steps for Improvement _____

Person 2 _____

What I Don't Know _____

Steps for Improvement _____

Person 3 _____

What I Don't Know _____

Steps for Improvement _____



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Exercise for Chapter 20: The DAO Method

Consider a recent time that someone came to you with a question. The person could be subordinate, coworker, boss, friend, child, or anyone who was looking to you for an answer. Write down the question, and then consider how you would answer based on the DAO method of asking the questioner if he or she is looking for a decision, advice, or an opinion.

An Example of Using the DAO Method

Question I was asked

Making a decision

Providing advice

Providing an opinion



GETTING TO *WHY*

Exercise for Chapter 21: WIIFT? (What's In It For Them?)

Consider three people in your life with whom you'd like to improve the relationship. These people could be from work, church, your social sphere, your own family or anywhere else. Ask yourself, as concerns your relationship, "What's in it for them?" and what you could do to improve the relationship based on this. (Of course, if you are not certain, verifying what's in it for them later on could be very helpful. In the meantime, it's important to ask the question in order to get started.)

Person 1 _____

Issues in the relationship _____

What's in it for him/her in our relationship? _____

Possible solution _____

Person 2 _____

Issues in the relationship _____

What's in it for him/her in our relationship? _____

Possible solution _____

Person 3 _____

Issues in the relationship _____

What's in it for him/her in our relationship? _____

Possible solution _____



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Worksheet and Exercise for Chapter 22: Delegation

On the following page is the Getting to *Why* Goal Delegation Planning Worksheet. The method for filling out the worksheet is detailed in the chapter. Your exercise is to practice filling out the worksheet for three tasks that you currently perform at your job, in your home, or in any area of life. The tasks can be ones you actually have the authority to delegate, or they can be tasks that you simply would like to delegate. Once you try filling out the sheet, you'll see just how easy and powerful it is as a tool.



GETTING TO *WHY*

Delegation Planning Worksheet

Note: The numbered steps correspond to the rights in the Delegatee's Bill of Rights.

Delegatee	Delegator	Today's Date
------------------	------------------	---------------------

1A. Task	1B. Deadline
-----------------	---------------------

2A. Quality and Performance Expectations/Measurements

2B. Quality and Performance Tracking System

2C. Feedback Provider(s)	2D. Feedback Date(s)
---------------------------------	-----------------------------

3. Reason for Choosing Delegatee	4A. Benefits to Delegatee
---	----------------------------------

4B. Benefits to Delegator

5. Task Priority and Delegation Level

Delegatee's Tasks	Priority Rank (1 - 5)	Delegation Level (1 - 5)	6. Can This Task Be Delegated?	
1. <u> </u> New Task	<u> </u>	<u> </u>	N/A	
2. <u> </u>	<u> </u>	<u> </u>	Yes	No
3. <u> </u>	<u> </u>	<u> </u>	Yes	No
4. <u> </u>	<u> </u>	<u> </u>	Yes	No
5. <u> </u>	<u> </u>	<u> </u>	Yes	No

7. Training and Tool Plan

Training Step/Tool	Trainer	Target Date	Date Completed/ Provided
1. <u> </u>	<u> </u>	<u> </u>	<u> </u>
2. <u> </u>	<u> </u>	<u> </u>	<u> </u>
3. <u> </u>	<u> </u>	<u> </u>	<u> </u>
4. <u> </u>	<u> </u>	<u> </u>	<u> </u>
5. <u> </u>	<u> </u>	<u> </u>	<u> </u>



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Delegation Planning Worksheet Reference Sheet

The Levels of Delegation

1. Don't do anything until I tell you.
2. Check with me before you do it. Report back right after you do it.
3. Check with me before you do it. Report back routinely (daily, weekly, monthly).
4. Do it. Report back right after you do it.
5. Do it. Report back routinely (daily, weekly, monthly).

The Delegatee's Bill of Rights

For every task delegated, a delegatee has the right to know and provide his or her opinion on the following:

1. What the task and deadline are.
2. What level of task quality and performance is expected, how quality and performance will be measured and tracked, and how and when feedback will be provided.
3. Why the task is being delegated to him or her and not someone else.
4. What the benefits of delegation are for both the delegator and the delegatee.
5. How the task ranks in priority compared to other tasks for which the delegatee is responsible.
6. Whether one or more of the delegatee's current tasks can be delegated to others so that the delegatee can focus on the new task.
7. Who is going to train or coach the delegatee and what are the steps of that training. What are the tools needed (computer, production equipment, or anything needed to perform the task), and who will provide the training on them.

Delegator _____ **Delegatee** _____

Date _____ **Date** _____



GETTING TO *WHY*

Exercise for Chapter 23: Succession Planning

Succession planning may be necessary in any organization in which you play a role, including work, religious organization, clubs, and family, to name just a few. Write down an organization in which you participate, your role, and five steps you need to take in order to realize succession in each. For example, every parent should have a will, and every worker should have a job description (even if the boss has not provided one). If performing this exercise motivates you to fill out relevant Goal Planning Worksheets or Delegation Planning Worksheets, all the better. Keep in mind that it's crucial to have a succession plan in place, even if you don't believe the plan will be necessary for years to come.

Organization _____

My Role _____

Step for succession 1 _____

Step for succession 2 _____

Step for succession 3 _____

Step for succession 4 _____

Step for succession 5 _____