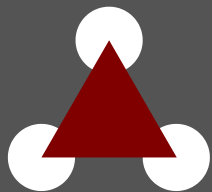


Growth Guide



How to use your **Growth Guide**

Your Identity Document

Use the work you've completed in the previous sections to fill out your own Identity Document. This process of reflection can have lasting value when you codify your beliefs into a single place.

I've given you my personal identity that hangs above my desk to remind me of my purpose as a leader.

Use the previous sections as a guide to help you think clearly about what matters most. If you come to a point where you're stuck or can't seem to find the right words please reach out to me personally so I can take a look at what you've written.

Good luck! Keep climbing.

Reading System

if you struggle to organize, recall, and apply what you read, this might be helpful to you.

There are a million different ways to go about consuming and cataloguing content. I've found this system particularly helpful for me.

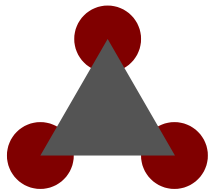
Also, as a major bonus I've give you access to my entire library of Kindle and Book Notes to dive deeper on topics of leadership, growth, team-building, and culture.

Definitions and Convictions + Values

Over the years I've taken the time to define and redefine my core convictions and core values. This ongoing process helps me to stay focused on what matters most while consistently updating my beliefs.

As I've grown some of my beliefs have changed over time. I want these to be reflected in the defintions of my core convictions and values.

Don't feel like you have to do this all at once. However, I believe that the best leaders constantly reflect and refine what they believe.



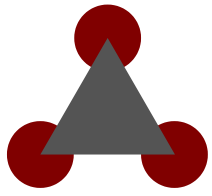
My Identity Document

My WHY

My WHAT

My HOW

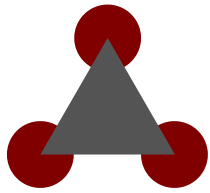
Purpose Statement



My Identity Document

Core Convictions

.....



My Identity Document

Quinn McDowell (example)

My WHY

(Core Belief)

Build purpose-driven leaders to the Glory of God

My WHAT

(Core Values)

Purpose
Humility
Toughness

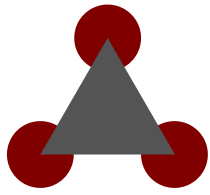
My HOW

(Core Behaviors)

Live with Intention
Walk with a Limp
Do Hard Things Well

Purpose Statement

Build purpose-driven leaders to live transformational lives of toughness, humility and purpose to the Glory of God.



My Identity Document

Quinn McDowell (example)

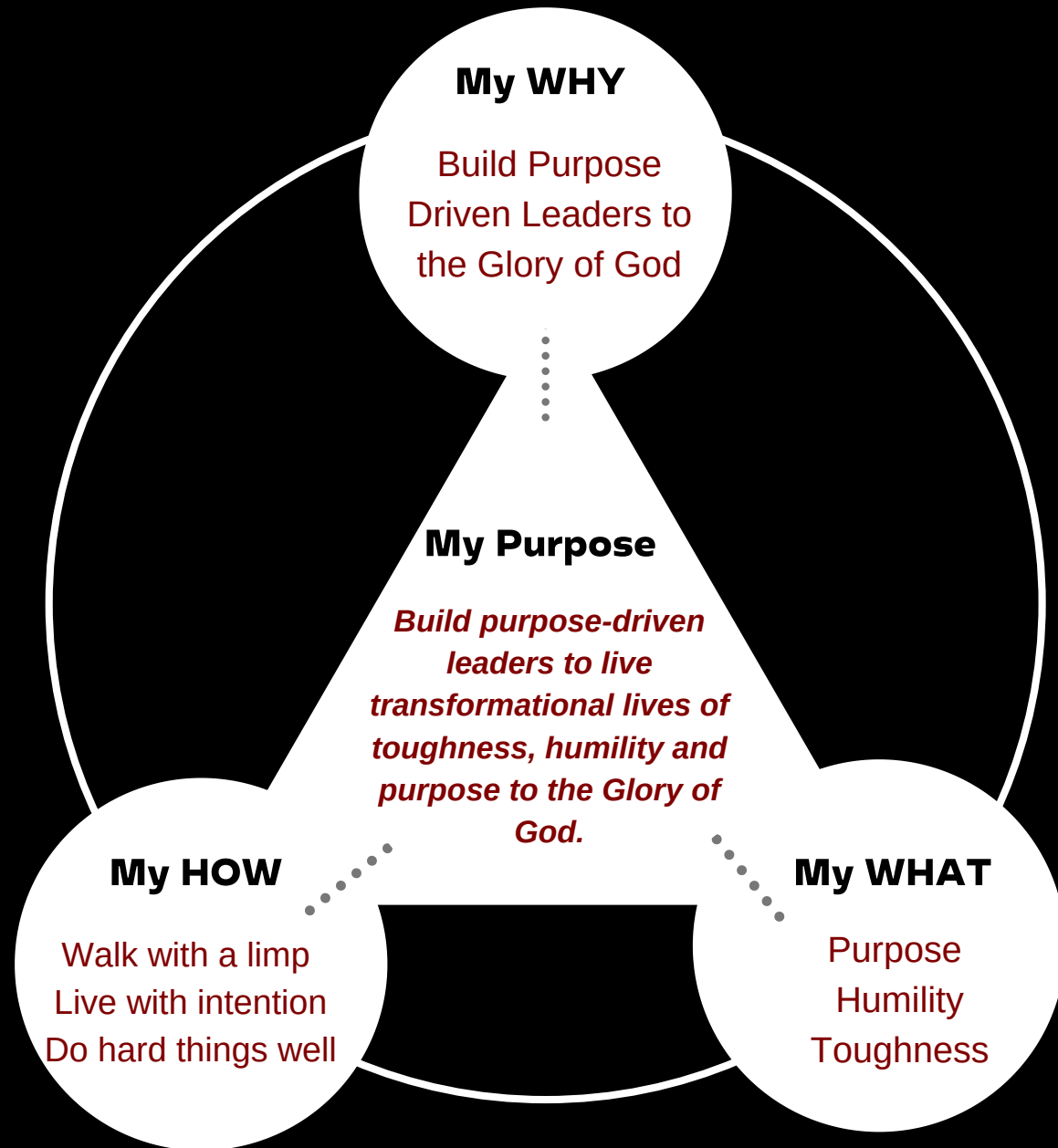
Core Convictions

(Key Principles and Beliefs)

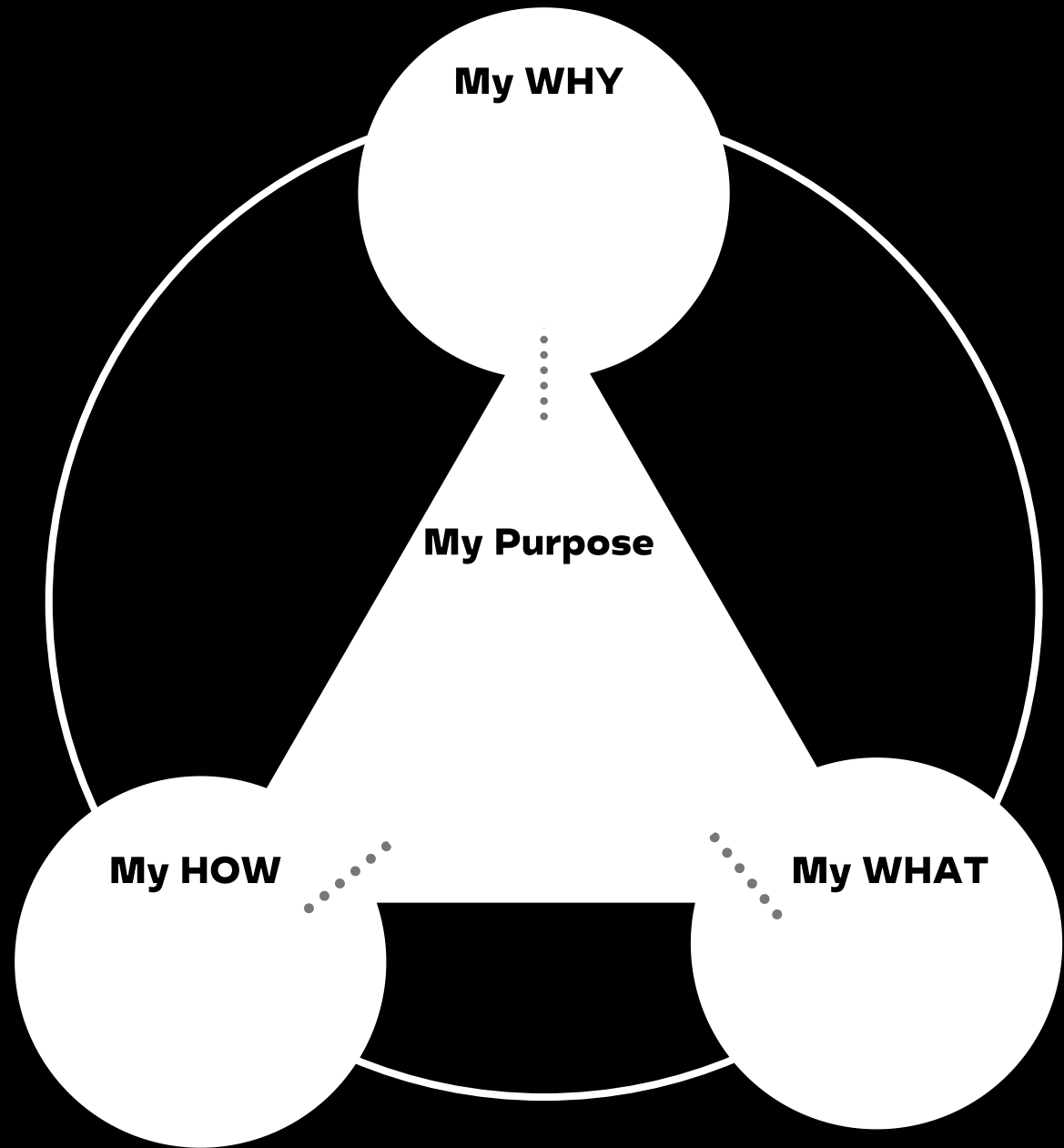
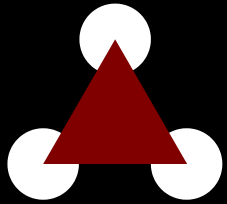
Grow Perpetually
Practice Deliberately
Speak Truthfully
Give Thanks Continuously
Sweat the Small Stuff
Everything is Everything
Tell the Truth and Live
Unoffended

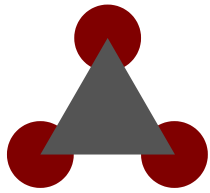
Coach in Principles, Study
Details
Take the Long View
Own it
Find the Right Restrictions
Fail Forward
Culture Wins
Simple isn't Easy

The Purpose Pyramid



My Purpose Pyramid





Definitions of Core Values and Convictions

Quinn McDowell (example)

Grow Perpetually

I want to be a leader who embraces a growth mindset and who views every situation (failure or success) as an opportunity to improve. You won't get something that you don't aim at, so I will keep my eyes on the prize because you never know what hangs in the balance. My team's ceiling is always determined by the effectiveness of my leadership.

Practice Deliberately

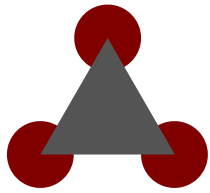
Success is the result of an uncommon commitment to deliberately working on my craft. Deliberate practice will stretch me beyond my current capabilities, increase my capacity, mentally exhaust me, and give me continuous feedback.

Walk with a Limp

Real leaders Eat Last and real leaders walk with a limp. To walk with a limp means to admit that change isn't an event, but a process. It means being humble, flexible, and teachable. It means that my cup is never full, that everyone has something they can add, and I always have something to learn. Sweep the sheds, pick up trash, and take notes.

Do Hard Things Well

I believe that a comfortable life is not worth living. The ethos of my leadership should be defined by choosing the difficult path, not settling for the easy decision. Success is the doing, not the getting, in the trying, not only in the triumph. When presented with the choice, my leadership will be dependent on my ability to embrace things that make me uncomfortable. Satisfaction comes from struggling well and as a rule I will always move towards the things that scare me most.



Definitions of Core Values and Convictions

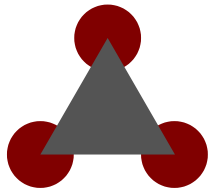
Quinn McDowell (example)

Everything is Everything

I believe that everything I do matters. I believe that I will never make a single choice in my life in a vacuum, because the way you do SMALL things is the way you do ALL things. I know that every decision I make has a cumulative effect on the person I want to become, and my character is always the sum of my habits. I will choose to sweat the small stuff, do little things like they are big things, and be great at the things that take no talent because I believe that how you do anything is how you do everything.

Live Intentionally

A purpose driven life starts with intentionality because the unintentional life is not worth living. An intentional approach requires forethought, purpose, and a strong sense of direction. In contrast, the aimless life is ineffective and marked by passivity, timidity, and fear. An intentional life is characterized by courage, sacrifice, and initiative for others. Living with intention begins and ends with the realization of God's grace and power as the driving force behind WHAT I do and WHY I do it. I know that Christ has made me his own so I forget what is behind and press on towards the prize of the upward call of Christ. Life is a race, a journey of a thousand steps. In order to run my race well, I will exercise self-control, intention, and purposefulness in all things. I will press on with discipline to keep my eyes on the prize so.



BONUS: Reading SYSTEM

How to Consume, Catalogue and Apply what you Read

Read the Book

Follow Your Interests and Work to Find Ideas that Captivate Your Attention

Highlight the Book

When you Read and highlight books on Kindle, your sections are automatically uploaded to the cloud

Save The Highlights

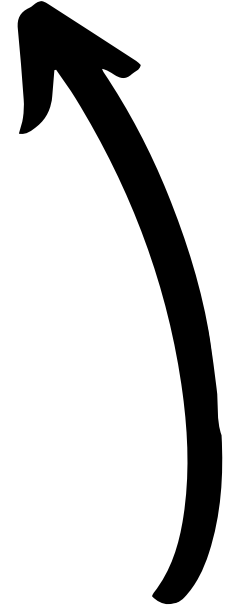
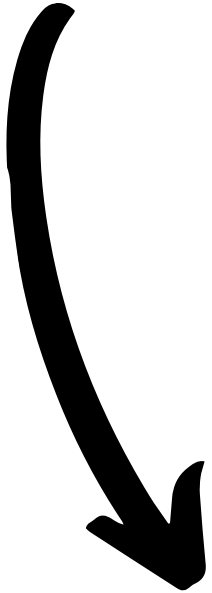
I keep all of my book highlights in a single folder on Google Drive

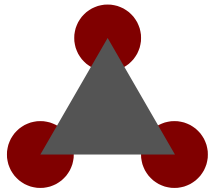
Review The Highlights

I will frequently revisit my highlighted passages when I am thinking or writing about a particular topic

Record Big Ideas, Models, and Principles

I will write down (usually in iPhone Notes App) big ideas, principles, quotes, and models that I find valuable





Reading LIST

My Top 30 Books in the Last 5 Years

The Ruthless Elimination of Hurry (John Mark Comer)

The Inner Game of Tennis (Tim Galloway)

Start with Why (Simon Sinek)

Every Good Endeavor (Tim Keller)

7 Men (Eric Metaxes)

Man's Search for Meaning (Victor Frankl)

Difference (Bernadette Jiwa)

Captains Class (Sam Walker)

A Failure of Nerve (Edwin Friedman)

Mental Models (Peter Hollins)

Atomic Habits (James Clear)

The Purpose Driven Life (Rick Warren)

The Power of Moments (Chip and Dan Heath)

Principles (Ray Dalio)

The Culture Code (Dan Coyle)

Ego is the Enemy (Ryan Holiday)

Warfighting: Marine publication

Draw the Circle (Mark Batterson)

12 Rules for Life (Jordan Peterson)

Legacy (James Kerr)

Antifragile (Nassim Taleb)

The Road to Character (David Brooks)

Leadership as Identity (Crawford Loritts)

Grit (Angela Duckworth)

Talent is Overrated (Geoffrey Colvin)

5 Dysfunctions of a Team (Patrick Lencioni)

Mindset (Carol Dweck)

Range (David Epstein)

Peak (Anders Ericsson)

Linchpin (Seth Godin)