

Based On...

The Path to Purpose: Helping Our Children Find Their Calling in Life by William Damon Man's Search for Meaning by Victor Frankl The Art of Work: A Proven Path in Discovering What You Were Meant to DO by Jeff Goins **Drive: The Surprising Truth About What Motivates Us by Daniel Pink** Leaders Eat Last: Why Some Teams Pull Together and **Others Don't** by Simon Sinek **Start with Why: How Great Leaders Inspire Everyone to** Take Action by Simon Sinek





Definition

"Purpose is a stable and generalized intention to accomplish something that is at the same time meaningful to the self and consequential for the world beyond the self."

William Damon The Path to Purpose: Helping Our Children Find Their Calling in Life





Youth Today





25%

31%





Purposeful Dreamers Dabblers Disengaged

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Share Your Story

"Teachers can engage even the most inattentive, raucous students by expressing their own appreciation for subjects that they themselves have been genuinely interested in."

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Share Your Story ACTIVITY













Maintain Momentum

Endorphins: The Runners High Dopamine: An Incentive for Progress

Simon Sinek Leaders Eat Last: Why Some Teams Pull Together and Others Don't







Maintain Momentum

"What man actually needs is not a tensionless state but rather the striving and struggling for a worthwhile goal, a freely chose task."





Victor Frankl Man's Search for Meaning

STRENGTHEN SAFETY







Strengthen Safety **MASLOW'S HIERACHY**





Selfactualization: achieving one's full potential, including creative activities

Self-fulfillment needs

Esteem needs: prestige and feeling of accomplishment

Belongingness and love needs: intimate relationships, friends

Safety needs: security, safety

Physiological needs: food, water, warmth, rest Psychological needs

> Basic needs

Strengthen Safety **CIRCLE OF SAFETY**

Danger

Danger





Danger

Safety

Danger

Simon Sinek Leaders Eat Last: Why Some Teams Pull Together and Others Don't





Strengthen Safety **CIRCLE OF SAFETY**

Simon Sinek Leaders Eat Last: Why Some Teams Pull Together and Others Don't





"If certain conditions are met and the people inside an organization feel safe among each other, they will work together to achieve things none of them could have ever achieved alone. The result is that their organization towers over their competitors."





Strengthen Safety NEEDS

Retreat (Not just goal setting & framework, but also team-building) **Connections** (see Active Appreciation) Social Moments (quick dinners, movies, play after event cleanup) **Conflict Resolution** (see Conflict Resolution in Our Programs)









Promote Pondering

"Life ultimately means taking the responsibility to find the right answer to its problem and to fulfill the tasks which it constantly sets for each individual."





Victor Frankl Man's Search for Meaning

Promote Pondering SAMPLE QUESTIONS

What's most important to you in your life? Why do you care about those things? Do you have any long-term goals? Why are these goals important to you? What does it mean to have a good life? What does it mean to be a good person? If you were looking back on your life, how would you want to be remembered?





William Damon The Path to Purpose: Helping Our Children Find Their Calling in Life











Allow Autonomy



We've moved beyond the assembly line to creative/ conceptual endeavors. People want to feel like People—not machines & this requires autonomy.







Allow Autonomy

"It is not the demands of the job that cause the most stress, but the degree of control workers feel they have throughout their day. The studies also found that the effort required by a job is not in itself stressful, but rather the imbalance between the effort we give and the reward we feel. Put simply: less control, more stress" **Simon Sinek**

Leaders Eat Last: Why Some Teams Pull Together and Others Don't









Allow Autonomy AT LEAST ONE OF THE FOUR AREAS. THE MORE THE BETTER LONG-TERM

Task (what they do) Time (when they do it) Team (who they do it with) **Technique (how they do it)**





Daniel Pink Drive: The Surprising Truth About What Motivates Us







CONNECTING THE DOTS





CONNECTING THE DOTS





Render Relevance Adversity & struggle

"He who knows the 'why' for his existence, and will be bear almost any 'how."





Victor Frankl Man's Search for Meaning

Render Relevance Adversity & struggle

"Every calling is marked by a season of insignificance, a period when nothing seems to make sense. This is a time of wandering into the wilderness, when you feel alone and misunderstood..."

Jeff Goins The Art of Work: A Proven Path in Discovering What You Were Meant to Do





Render Relevance Adversity & struggle

"...To the outsider, such a time looks like failure, as if you are grasping at air or simply wasting time. But the reality is this is the most important experience a person can have if they make the most of it."

Jeff Goins The Art of Work: A Proven Path in Discovering What You Were Meant to Do





5 INTEGRATE THE EXTERNAL









Integrate the External **DEFINTION REVISITED**

"Purpose is a stable and generalized intention to accomplish something that is at the same time meaningful to the self and consequential for the world beyond the self."

William Damon The Path to Purpose: Helping Our Children Find Their Calling in Life







"According to logotherapy, we can discover this meaning in life in three different ways: 1) by creating a work or doing a deed; 2) by experiencing something or encountering someone; and 3) by the attitude we take toward unavoidable suffering."







Victor Frankl Man's Search for Meaning









", Me, My" \rightarrow "We, Us, Our"



"Serotonin is the feeling of pride. It is the feeling we get when we perceive that others like or respect us. It makes us feel strong and confident, like we can take on anything."

Simon Sinek Leaders Eat Last: Why Some Teams Pull Together and Others Don't







"Oxytocin is the chemical that helps direct how vulnerable we can afford to make ourselves. It is a social compass that determines when it's safe to open up and trust or when we should hold back." **Simon Sinek**

Leaders Eat Last: Why Some Teams Pull Together and Others Don't







"With an excess of dopamine to drive us and cortisol flowing when we don't need it, we have actually short-circuited our system to do the opposite: to encourage us to look out for ourselves first and be suspicious of others."

Simon Sinek Leaders Eat Last: Why Some Teams Pull Together and Others Don't





"A man who becomes conscious of the responsibility he bears toward a human being who affectionally waits for him, or to an unfinished work, will never be able to throw away his life."







Victor Frankl Man's Search for Meaning






Amplify the Individual

"We are expected to feel something for the numbers and think about the people. Our want to invest more time and energy is, however, biologically tied to the opposite—to feel for the people and think about the numbers."

> **Simon Sinek** Leaders Eat Last: Why Some Teams Pull Together and Others Don't





Amplify the Individual **EXAMPLE**

World Vision







Donors "sponsor" a child and get individual information about that child and how the donation impacts that child's life

FOCUS TOWARDS FUTURE

5







Focus Towards Future

"A man who let himself decline because he could not see any future goal found himself occupied with retrospective thoughts..."







Victor Frankl Man's Search for Meaning

Focus Towards Future

"... It became easy to overlook the opportunities to make something positive of camp life, opportunities which really did exist."







Victor Frankl Man's Search for Meaning

Focus Towards Future

Endorphins Dopamine

Endorphins Dopamine







Endorphins Dopamine

Endorphins Dopamine

Serotonin Oxytocin







Focus Towards Future EXAMPLE









La Sagrada Familia Antoni Gaudí (1852-1926) Worked on project from 1883 until his death

1926:Crypt was only thing completed Project 50% complete in 2010 New goal is 2026 (100 years after Gaudí's death)









ENABLE MENTORSHIP







Enable Mentorship





Enable Mentorship





Enable Mentorship WATCH LEADERS GROW







Enable Mentorship REPEAT THE CYCLE WITH MENTEES WHO HAVE BECOME MENTORS









Enable Mentorship

"When two crucial conditions apply: 1) forward movement toward a fulfilling purpose; and 2) a structure of social support consistent with that effort, there is every likelihood that the child will thrive."

William Damon The Path to Purpose: Helping Our Children Find Their Calling in Life





Enable Mentorship EXAMPLE







Link Crew & WEB www.boomerangproject.com













NOURISH MASTERY



Nourish Mastery MASTERY "RULES"

Mastery is a pain (demands effort, grit, and deliberate practice) Master is an asymptote (impossible to fully realize)





Mastery is a mindset (abilities aren't finite, but infinitely improvable) **Daniel Pink Drive: The Surprising Truth About What Motivates Us**





Example **TEAM IN TRAINING**







Constant Runs (momentum) Fundraising Process (reflection & autonomy) Group Runs ("Go Team") (external) Honorees (relevance & individual) Coaches & Mentors (story, mentor, external)







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