

The **SOIL** *of* **LEADERSHIP**

PERENNIAL WELLBEING *Practice Worksheet*

OVERVIEW

The purpose of this exercise is to help you to develop and maintain a Perennial Wellbeing Practice. A Perennial Wellbeing Practice is a self-selected, ongoing activity that positively contributes to and restores your overall sense of wellbeing—emotionally, physically, and perhaps even spiritually. A Perennial Wellbeing Practice is an essential strategy in building a more generative and restorative leadership that is grounded and whole. It ensures that you will have the time and space to come into deeper connection with yourself and others (relationship) and thus pursue your work more deeply rooted to what matters. Remember how it is time + space + relationships that constitute the soil of leadership.

INSTRUCTIONS

Let's start by considering a typical week (7 days) and identify and name some of your patterns and behaviors in the following categories:

1. Time
2. Space
3. Food & Eating
4. Rest & Sleep
5. Movement
6. Relationships
7. Communication
8. Technology Use
9. Other

As you consider what might fit into these categories, it may be helpful to reflect back on the fire metaphor. In that metaphor we explored the important concept of spaciousness and how spaciousness exists (or doesn't) in your life and in your work. And we did this by thinking about the "logs" in your life and how and why you pile on those logs and/or carefully stack them to create spaces for the air to flow and your fire to burn.

Note that the main purpose of this first activity is to simply identify and name. It is not to judge or evaluate—we will get to that later.

TIME

Enhancing Wellbeing: example: I am able to spend at least 1 hr a day with the people whom I love.

Detracting from Wellbeing: example: I often have more than 8 hrs of meetings in a day.

SPACE

Enhancing Wellbeing: example: I have a personal, private space where I can recharge myself.

Detracting from Wellbeing: example: I cannot identify any spaces (physical or imagined) that are only for myself.

FOOD & EATING

Enhancing Wellbeing: example: I take breakfast at 8 a.m. everyday.

Detracting from Wellbeing: example : I eat lunch at my desk while answering emails.

REST & SLEEP

Enhancing Wellbeing: example: I get 7 hrs of sleep every night.

Detracting from Wellbeing: example: I rarely sleep before midnight due to work.

MOVEMENT

Enhancing Wellbeing: example: I walk at least 30 min every day.

Detracting from Wellbeing: example: I spend most of my day sitting—either at a desk, in a meeting, or in a vehicle.

RELATIONSHIPS

Enhancing Wellbeing: example: I connect with generative and life-giving people on a daily basis.

Detracting from Wellbeing: example: My day is mostly filled with a range of transactional and toxic, degenerative interactions with others.

COMMUNICATIONS

Enhancing Wellbeing: example: I only respond to work-related communications during normal working hours.

Detracting from Wellbeing: example: I will communicate with my staff up until I close my eyes to sleep and from the moment I wake up.

TECHNOLOGY USE

Enhancing Wellbeing: example: I sleep with my phone in the other room (not my bedroom).

Detracting from Wellbeing: example: I do not go more than 10 min without checking my phone.

OTHER

Enhancing Wellbeing: example: I have a fulfilling social life.

Detracting from Wellbeing: example: I rarely do non-work related, fun activities.

REFLECTION EXERCISE

- Do you notice any behavior patterns from section to section?
- Do you notice any patterns that are contributing to your wellbeing?
- Do you notice any patterns that are taking away from your wellbeing?
- What are some things that you want to maintain?
- What are some things that you want to change?

CHOOSING A PERENNIAL WELLBEING PRACTICE

As we have discussed, our end goal is to normalize a Perennial Wellbeing Practice in your life and leadership, so much that it is as common, regular, prioritized and necessary, as brushing your teeth.

OPTIONS

- Exercise, aerobic (eg running or walking)
- Exercise, anaerobic (eg weightlifting)
- Meditation
- Yoga
- Breathwork
- Journaling
- Mindful Cooking
- Purposeful eating/drinking
- Purposeful connection with others
- and there are plenty more!

MY PERENNIAL WELLBEING PRACTICE(S)

In the table below, write down some ideas that you have for Perennial Wellbeing Practices (don't get caught up in how realistic it is to do them at the moment).

Wellbeing Practice	Frequency	Length of Time	How it enhances my wellbeing	My Concern(s)	How I will overcome this concern(s)	Other
example: RUNNING	5 times per week	45 to 120 min	<ul style="list-style-type: none"> • gives mental clarity • feel stronger physically • time to think 	<ul style="list-style-type: none"> • not enough time in the day • physical condition 	<ul style="list-style-type: none"> • run before work in the morning • start slow • lose 5 kg 	<ul style="list-style-type: none"> • important for me to do this alone

MY PERENNIAL WELLBEING PRACTICE: THE 40 DAY CHALLENGE

After you have completed the above table, choose **ONE and COMMIT** to doing it for the next 40 days. This will be your initial **PRACTICE PERIOD**. Yes, that's right, 40 days! You and your wellbeing are more than worth the time and commitment that it will take to make this happen. Should things be such that you end up missing a day or practice time, no problem, just make it happen the next day. No shame, no blame.

BUILDING AND SUSTAINING YOUR PERENNIAL WELLBEING PRACTICE

Let's revisit the idea of Soil Building and the importance of Cultivating the Conditions for Transformation in our lives and in our leadership. As you remember, "our fruits are only as strong as our roots" and it is vital that those roots are planted in healthy soil. Consider your Perennial Wellbeing Practice as an ongoing, active practice in building soil in yourself, an internal cultivation of self that will enable you to do and achieve your vision with more purpose and clarity.

As you work to develop your Perennial Wellbeing Practice, here are some guidelines and reminders:

- **PRIORITIZE and REORGANIZE** your day-to-day schedule such that wellbeing fits more seamlessly into your life. Of course, this is easier said than done, but it also sits at the foundation of empowerment and self-realization—it is your choice to prioritize your wellbeing and, until you do that, it will always, eventually slip away.
- **CREATE SPACIOUSNESS** by re-evaluating your to-do list. It can be helpful to evaluate and make a distinction between the things that are "urgent/not urgent" and "important/not important" and to take action accordingly.
- **BE INTENTIONAL** with the flow of your daily activities—specifically make time for the things that you know are important contributors to your wellbeing. Note that this is NOT meant to be a detailed schedule or a set of strict rules.
- **DECIDE and COMMIT** to when and where you will do your Perennial Wellbeing Practice(s). Write down your intended time and location.
- **BUILD MOMENTUM** there is great power in momentum—especially in the stacking of small accomplishments. Honor and respect the momentum that you build—perhaps it is doing your Perennial Wellbeing Practice for 4 days in a row or doing over 10,000 steps for 8 straight days. The power of a streak is not to be under-estimated.
- **ESTABLISH THE ROUTINE** by setting reminders for yourself. You can use various systems such as alarms, time management apps, simple handwritten sticky notes, scheduling time in your calendar weeks ahead, etc.
- **TELL OTHERS** about your Perennial Wellbeing Practice—especially if their lives will be impacted by it in some way. Seek for better understanding and, if appropriate and/or necessary, ask for their support. (e.g., taking turns for chores, etc). Rearrange your schedule if an adjustment is necessary.
- **PREPARE YOURSELF** by ensuring that all of the items you need are ready and accessible. (e.g., a pair of running shoes for running, a mat or cushion for meditation, etc). If you have a designated space where you are going to practice, prepare the space appropriately.

REFLECTION INQUIRIES

Before beginning the 40 day challenge:

- Describe the person you will be at the end of the 40 days.
- What do you anticipate being the most significant challenges?
- What do you need FROM YOURSELF in order to complete the challenge?
- What do you need FROM OTHERS in order to complete the challenge?
- Do you think you can complete this 40 day challenge? Why or why not?

Day 5:

- What have you learned about yourself to this point in the process?
- What have been the most significant challenges?
- What have been the most significant benefits?
- How are you changing?

Day 10:

- What have you learned about yourself to this point in the process?
- What have been the most significant challenges?
- What have been the most significant benefits?
- How are you changing?

Day 15:

- What have you learned about yourself to this point in the process?
- What have been the most significant challenges?
- What have been the most significant benefits?
- How are you changing?

Day 20:

- What have you learned about yourself to this point in the process?
- What have been the most significant challenges?
- What have been the most significant benefits?
- How are you changing?

Day 30:

- What have you learned about yourself to this point in the process?
- What have been the most significant challenges?
- What have been the most significant benefits?
- How are you changing?

Day 40:

- What have you learned about yourself?
- What have been the most significant challenges?
- What have been the most significant benefits?
- How did you change?
- Do you think you can sustain this Perennial Wellbeing Practice? Why or why not?