



Introduction and Instructions

How will you define and measure success? What matters most to you? Where will you choose to focus your time, energy, and resources?

The following worksheets will give you a toolbox to begin applying the theories and principles found in Clayton Christensen's book, [*How Will You Measure Your Life?*](#). As you use these resources, we strongly encourage you to have a copy of the book as the primary resource (most worksheets refer to specific pages) as we explore some of its principles and theories. It is an excellent book with great insights, examples, and stories to consider. The book should serve as the textbook, and these worksheets may serve as a means for taking the ideas, analyzing and understanding them, and putting them into practice in your life.

As a starting point, consider these three simple questions:

How can I be sure that...

- I will be successful and happy in my career?
- My relationships with my spouse, my children, and my extended family and close friends become an enduring source of happiness?
- I live a life of integrity—and stay out of jail

Take a moment now and determine which of the three questions above is most important to you right now, at this age and stage of your life. Which question is it—and *why* is it most important right now?

The materials that follow will focus on each of the three questions listed above. You may choose to start with some of the worksheets that apply to the section that is most important to you right now. The final worksheet provides a starting point to focus on defining your life's purpose in a way



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that can help to guide your efforts to improve in the three areas and live your best life.

One other point that should be made—there are no “right” answers or any one “right” way to use or complete these templates. They are meant simply to be tools to explore your life, career, marriage, family, and other interests through the lenses of theories and principles. The effort of going through these worksheets should allow you to invest whatever amount of time and focus is needed so that the outcomes will be most beneficial to you.

We recommend setting aside an initial block of time (30-60 minutes) when it is quiet and you are undistracted to review the templates to decide which are most needed. Then, you may want to plan to spend 30-60 minutes on each template you choose to use, perhaps scheduling it into your daily or weekly routine at a specific time. Depending on the template, it may be helpful to select an accountability partner (a work colleague, a spouse, a trusted friend) to help you work through the exercise and to help make any desired changes successfully.

The following section provides a list and description of each of the templates in this workbook:

Section I – Finding Happiness in Your Career

[Real Interests and Passions in Life](#) – Remember and reflect on what most excites you in your life. You may be surprised by what comes back to you.

[True Motivators](#) – Define what really motivates you, and ensure your life’s efforts are closely aligned with them.

[How Will They Remember You?](#) – What legacy will you leave to those closest to you in a variety of areas of your life?

[Deliberate vs. Emergent Strategies](#) – How balanced is your life between a planned effort and openness to emergent opportunities?



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[Assumptions That MUST Prove to Be True](#) – In making important decisions, are you certain you understand each option clearly and what crucial assumptions underlie each option?

Section II – Finding Happiness in Your Relationships

[How You Are Doing vs. How You Think You Are Doing](#) – How good are you *really* at fulfilling your family roles? This process will help you find out.

[Are You George Bailey \(or Mr. Potter\)?](#) – How does your life rate on the “Capra” scale and how can you see, appreciate, or develop what you have?

[What Job\(s\) Are You Hired to Do?](#) – You may (or may not) be doing the things that your spouse “hired” you to do or provide. Are you certain you know what they are?

[Building Schools of Experience With Your Children](#) – We have a pretty good idea about what we desire for our children’s development. Are we helping them find or create the right opportunities and experiences?

[What IS Your Family’s Culture?](#) – Can you clearly articulate your family’s values and culture? Would an outside observer see what you say it is?

Section III – Staying out of Jail (Integrity)

[The Temptations of "Just This Once"](#) – Where have you consistently succeeded in making the right choices (based on your standards) in difficult situations? Where do you struggle?

Epilogue – Defining Your Life’s Purpose

[Your Life’s Purpose](#) – When you consider the big picture: How will you define your purpose, what success looks like, and how you will measure it?

We wish you the very best for personal success with these exercises. If you have any questions, needs, or feedback, please send them to support@livingonprinciple.org.



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Real Interests and Passions in Life (see pages 21-24)

Look back through a box of photos and mementos from your childhood and youth. What activities or things made you happiest or most excited in life?

How much are those things a part of your life now?

What might you want to change (add/remove) to restore more of the things you are most passionate about in your life?



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True Motivators (see pages 29-40)

In the space below, make a list of the things that truly motivate you.

After making the list, reorder it by priority (from highest to lowest value).

After prioritizing the list, put an (H) next to hygiene factors and an (M) next to motivators (as explained in the book on pages 32 and 34).

What does this exercise show you or teach you about your motivation?

What steps can you take to ensure your highest motivators (M) better guide your major decisions and actions?



How Will They Remember You?

At the end of our lives, each of us will leave a legacy—how we are known and remembered by those closest to us. This worksheet allows you to define how you want to be remembered by individuals in a variety of categories. Identify a person for each context you want to explore, and write down how you hope he/she will remember you. (These answers will guide you as you begin to formulate your forward-looking strategy, goals, and plans.)

Family

Friend

Colleague

Spiritual

Community

What key words do you want used to remember you?



Deliberate vs. Emergent Strategies (see pages 47-49)

Five years ago, what was your Five-Year Strategy (your plans and goals)?

What significant events or milestones have occurred over the past five years? (After making the list, put a (D) next to "deliberate" items and an (E) next to "emergent" items. See pages 45-46.)

What is your "deliberate" or defined strategy/plan for the next five years?



Deliberate vs. Emergent Strategies (continued)

What "emergent" opportunities would you like to see arise in that time?

What can you do to cultivate or create those emergent opportunities while pursuing your deliberate strategy?



Assumptions That MUST Prove to Be True (see pages 52-60)

Consider any substantial decision you are in the process of making...

What is your desired outcome?

For each possible decision you could make, what assumptions would have to prove true for the outcome above to be realized?

Decision Option 1

Assumptions Needing to Be True

Decision Option 2

Assumptions Needing to Be True

Decision Option 3

Assumptions Needing to Be True

Which of your decision options would best achieve the outcome? Why?



How You Are Doing vs. How You *Think* You Are Doing (see pages 88-90)

Though this exercise, you will have the opportunity to gather feedback from family members in a “360-degree” style review.

As in the corporate world, this exercise allows you to seek input from your parents and spouse (upper management), your peers (siblings), and your subordinates (children). Have fun with the process—seek the feedback openly with a willingness to understand and make needed improvements.

We have provided a sample questionnaire (for a dad) on the following page, but we encourage you to develop your own questionnaires or tools. (This could be as simple as informal conversations or a 20-page survey in SurveyMonkey. It’s your call...)

You might use the “Start, Stop, and Continue” framework as a foundation.

For example: As a (son, husband, father) what do you think/feel I should:

Start Doing

Stop Doing

Continue Doing

As the feedback comes in, what areas do you feel are your strengths?

What areas do you feel need improvement, and how will you improve?



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360-Degree Feedback Form

[Explain to your family members that this form is meant for them to take a few minutes to share with you ways that you can improve in your efforts to be a better son, husband, brother, father. Assure them that you really want their honest feedback and will still love them no matter what they say...]

(SAMPLE FOR A FATHER TO A CHILD)

As your dad, what do you think or feel I should:

Start Doing

Stop Doing

Continue Doing

Additional Questions:

- 1) When I am impatient or frustrated about something, how do you think I can better handle it?
- 2) In what ways can I better show my love and support of you?
- 3) Is there anything else you think I should know to become a better dad?



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Are You George Bailey (or Mr. Potter)? (see pages 90-94)

Consider the life, character, and “assets” of George Bailey from the classic movie *It's a Wonderful Life*. (Watch it again, if needed...)

What elements of George Bailey's life do you enjoy in your own life and could you draw upon in a period of deep difficulty?

What important elements are missing from your life? What do you feel you need to do or *should* do to cultivate those relationships and resources?



What Job(s) Are You Hired to Do? (see pages 103-108 and 112-119)

This “Jobs to Be Done” template (provided on the following two pages) is for spouses to complete together. Each spouse should take one sheet and complete the template *on their own*. Once completed by both spouses, the two sheets can be folded in half vertically (4.25"x11") and answers to the four questions can be compared side-by-side, box-by-box (A to A, B to B, etc.) and discussed *together* as a couple. (It may sound a little tricky. Just listen to the companion audio for clarification on the process, if needed.) Then answer the two questions below.

What did you learn from the exercise? What surprised you?

How can you better perform the “jobs” for which you have been hired?



Jobs to be Done / Roles to be Fulfilled (Spouse 1)

<p>A – What “jobs” did your spouse hire <u>you</u> to do?</p>	<p>B – What “jobs” did you hire your <u>spouse</u> to do?</p>
<p>C – What “jobs” would your spouse <u>say</u> he/she hired <u>you</u> to do?</p>	<p>D – What “jobs” would your spouse <u>say</u> you hired <u>him/her</u> to do?</p>



Jobs to be Done / Roles to be Fulfilled (Spouse 2)

<p>B – What “jobs” did your spouse hire <u>you</u> to do?</p>	<p>A – What “jobs” did you hire your <u>spouse</u> to do?</p>
<p>D – What “jobs” would your spouse <u>say</u> he/she hired <u>you</u> to do?</p>	<p>C – What “jobs” would your spouse <u>say</u> you hired <u>him/her</u> to do?</p>



Building Schools of Experience With Your Children (see pages 148-156)

What skills or abilities do you hope to help develop in your children?

What experiences and opportunities could best help those capabilities to emerge?

Child 1

Desired skill or ability

Needed experiences/opportunities

Next steps...

Child 2

Desired skill or ability

Needed experiences/opportunities

Next steps...

Child 3

Desired skill or ability

Needed experiences/opportunities

Next steps...



What IS Your Family's Culture? (see pages 166-172)

What would you say are some of the elements of your family culture?

After answering that question, observe your family for a day (or a week), focusing on those elements. Where do you see evidences of the culture you describe above? How could you best reinforce those elements?

Where do you see absences of the culture you described? What are some steps you could take to better develop and instill it?



The Temptations of "Just This Once" (see pages 186-191)

Identify a time when faced with a "just this once" decision when you stood by your principles and, in doing so, blessed and strengthened your life.

Identify a time when faced with a "just this once" decision when you chose poorly and doing so eroded your self-esteem, personal strength, character, or reputation.

What are the "choice" areas in your life that you feel you need to better define or more fully commit yourself to enjoy more personal power?

(Set a daily reminder in your smart phone or calendar, at 7 am for 21 days, to remind you of those areas and your desire to focus on improving them.)



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Your Life's Purpose (see pages 193-205)

What is the purpose of your life? (This is a deep and complex question, but take a moment to create an *initial* response.)

Upon what likeness (p. 195-199) do you want your life's purpose to be based?

What are the motivating forces that will shape and forge your commitment (p. 196, 199-201) and cause you to continually change any course that does not lead to your purpose?

What metrics or measurements (p. 202-204) will be most effective to help you see the progress you are making to fulfill your life's purpose?



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After answering the questions on the previous page, let us return to the first question and answer it again: What is the purpose of your life? What are you meant to do and become?

To put a capstone on your efforts with these worksheets, take an hour (or more...it will be worth it) and consider your answers to these questions: How will *you* measure your life? And how will it be perceived and *remembered* by others around you? (p. 206)



Personal Roadmap of Key Insights and Next Actions

These final few pages are meant to capture and organize some of the key insights, decisions, and plans you have made as you completed the templates above. (These areas will be filled out *automatically* if you completed the PDF templates digitally—if you did the exercises in hard copy, take some time to copy your answers to the following questions into the corresponding sections.) You may want to keep a copy of these roadmap pages close at hand and set aside a little time each day to review them as you make plans and decisions for the day.

Real Interests and Passions in Life

What might you want to change (add/remove) to have the things you are most passionate about in your life again?

True Motivators

What steps can you take to ensure your highest motivations better guide your major decisions and actions?



How Will They Remember You?

What key words do you want used to remember you?

Deliberate vs. Emergent Strategies

What "emergent" opportunities would you like to see arise during the next five to ten years?

What can you do to cultivate/create those emergent opportunities while pursuing your deliberate strategy?



Assumptions That MUST Prove to Be True

Which of your decision options would best achieve the outcome? Why?

How You Are Doing vs. How You *Think* You Are Doing

What areas do you feel need improvement and how will you improve?

Are You George Bailey (or Mr. Potter)?

What important elements are missing from your life? What do you feel you need to do or *should* do to cultivate those relationships and resources?



What Job(s) Are You Hired to Do?

How can you better perform the “jobs” for which you have been hired?

Building Schools of Experience With Your Children

What experiences and opportunities could best help those capabilities to emerge?

What IS Your Family’s Culture?

Where do you see absences of the culture you described? What are some steps you could take to better develop and instill it?



The Temptations of "Just This Once"

What are the "choice" areas in your life that you feel you need to better define or more fully commit yourself to enjoy more personal power?

Your Life's Purpose

What is the purpose of your life? What are you meant to do and become?



Your Life's Purpose

How will *you* measure your life? And how will it be perceived and *remembered* by others around you?