



Episode 5 - Building Shared Purpose

When building shared purpose it is important to start by being clear about your own purpose. Here are some questions to help you.

What question am I trying to answer through my work/life?
Why do I get up every morning?
What am I most passionate about?
What do I most want to give in this world?
What am I here for?
What do people say about my impact on them that rings true?
What need in the world am I fulfilling?
What do I feel called to?

Consider these questions and then spend some time journaling where you allow your hand to do the writing, try to not censor what comes out before it is on the page, you can always edit later. Read through what you wrote down, what excites you, what really rings true and what has relevance to your work in this organisation. And be wary of making your purpose too narrow. I'm passionate about horses, I don't work with them and exploring how I can translate learning from horses to leadership and organisational development has served me well even in my corporate roles. Distill your first journaling to what is most true and scary enough - now you are ready to share.

For sharing get into pairs and choose who will share first and who will listen
The person who shares, has one minute to share their purpose - hold to that minute. Even if you finish before. The person who listens does just that.
After one minute the person who has listened has a minute to give feedback on what they heard - as in what was clear, what was not so clear, what did you notice about the person as they told it, where did you hear most energy, what resonated. This is no dialogue and again keep to the one minute, if the person giving feedback has no more to say silence is good too.
Now switch roles and repeat.
Then thank each other and find another partner and repeat the process.
Do this with at least three partners. When doing it digital it is ideal if you have breakout rooms. Alternatively you can have each person share in the whole group and get feedback from one person each time.

Afterwards have a dialogue:
How was it to share your purpose three times? What happened in the process?
How was it to listen?
What did you notice about the purposes you heard?
Any shared themes?
How did you feel about the differences?
How has the energy in the space been?
What are you learning in this process.