




The Art of Authenticity

And the Messy Business of Becoming



The Vacuum Cleaner Moment and the Phoenix Moment (Pair and Share)

- ▶ If you were my coach or friend, what counsel would you offer me after the vacuum cleaner incident and after the Phoenix experience?
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The Question:

How can we become more authentic as we bump against reality ?

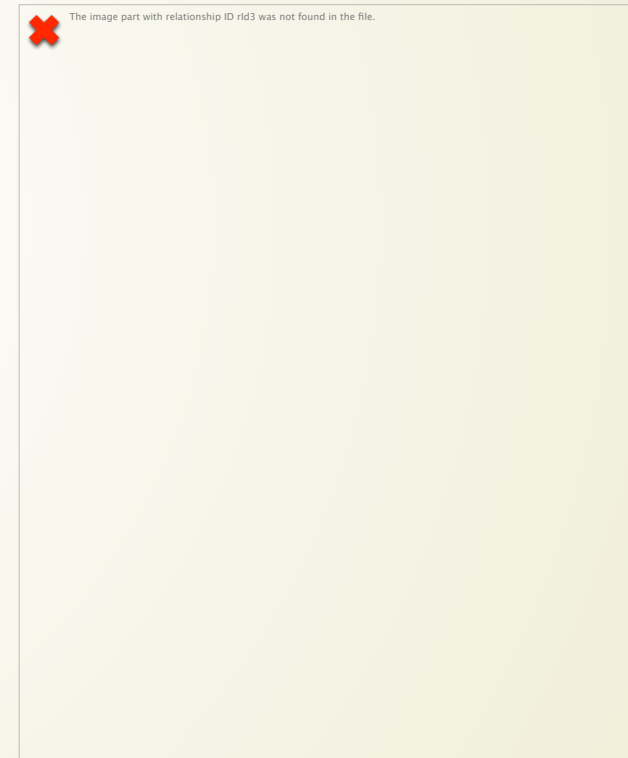
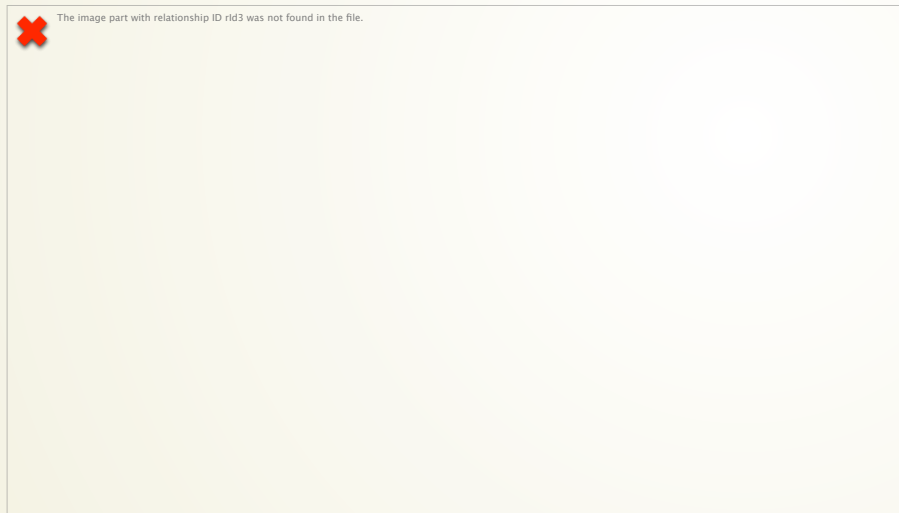



Authenticity: From the Ideal to The Real

- ▶ People are not purses or Renoir paintings
- ▶ State not a trait/ states are not effortless but are cultivated
- ▶ Not one thing but at least four
- ▶ Self determination/Self shaping philosophy/ not value neutral
- ▶ Authenticity must be a goal or an aspiration not a by product or afterthought
- ▶ Living out or embodying values consistently is more helpful than right and wrong dichotomies
- ▶ The problem with simply living your values is that they compete
- ▶ “Resets” and self defining struggles are part of the narrative
- ▶ Telling the real stories is part of becoming more authentic



Is Authenticity a Struggle or A Brawl for You?






Breaking Down the Brawl: The First Struggle of Authenticity

- ▶ You Versus Situational Press/ External
- ▶ Tool: Ought Self






Ought Self Versus Real Self

- ▶ What pressures do you feel from the team, the organization, your boss?
 - ▶ What “should” you do?
 - ▶ If you were totally giving into the pressure you feel 100 percent, what would you do?
 - ▶ Without any pressure, what would you like to do?
 - ▶ What do you feel?
 - ▶ What are the potential costs of doing what you “ought” to do?
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The Second Struggle of Authenticity

- ▶ Your higher nobler self and the you who wants to sit on the couch/ internal
- ▶ Tool: Do The Work






On the field of the Self stand
a knight and a dragon. You
are the knight. Resistance is
the dragon.

Steven Pressfield – Do The Work

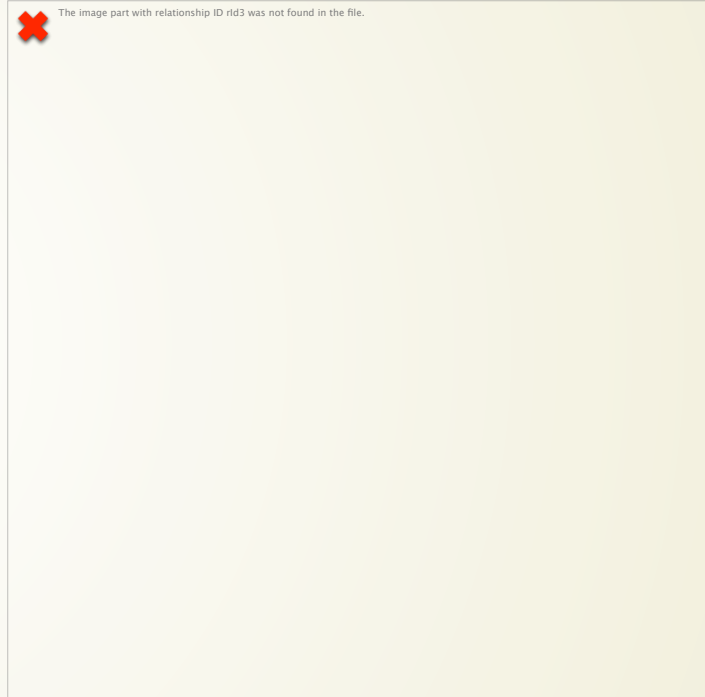



Resistance's Greatest Hits (no particular order)

- ▶ Any diet or health regimen
 - ▶ Any program of spiritual advancement
 - ▶ The launching of any entrepreneurial venture of enterprise, for profit or otherwise
 - ▶ Taking a risk in an organization where you know the rules of the game and have already been successful
 - ▶ Anything you have always been internally driven to do but have not done yet
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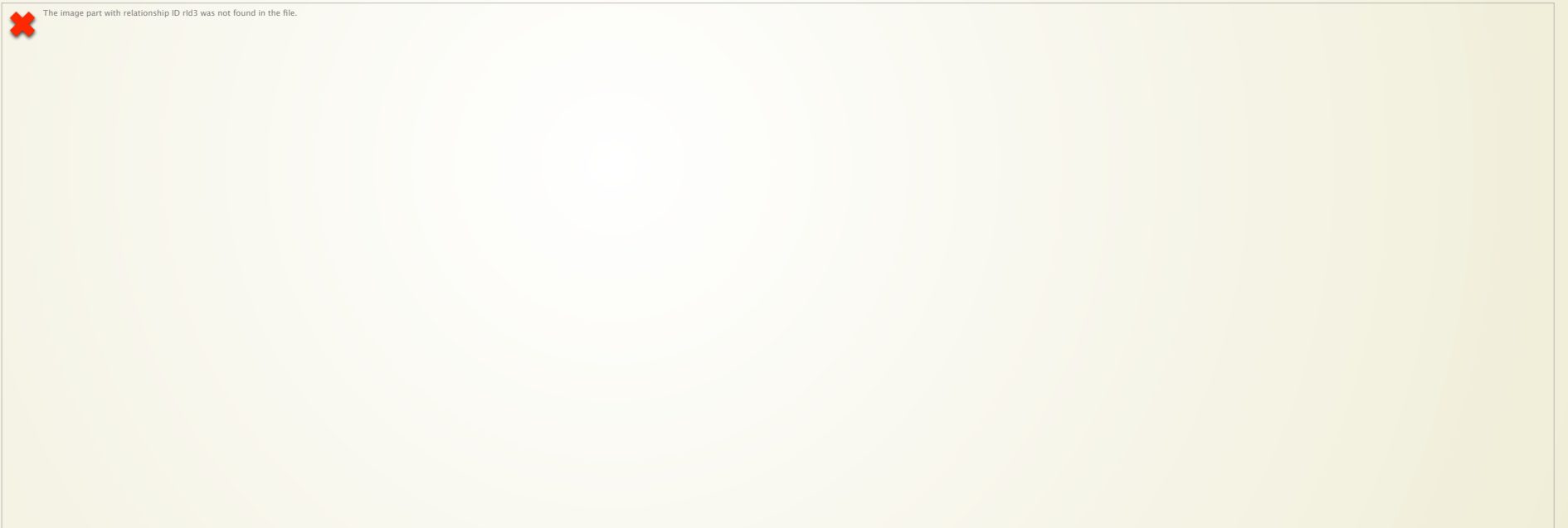
The Third Struggle of Authenticity

- ▶ One part of you might be taking over/ internal and external dimensions
- ▶ What does balance, in tune, or you at your best look like?
- ▶ Tool: Your Unique PERMA





PERMA and Authenticity: How Does This Model Work For You?





Your Unique P E R M A

- ▶ On a scale of 1-10 how would you rate yourself on each dimension?
- ▶ Which one happens most naturally for you?
- ▶ How are the five weighted for you in terms of your individual well being?




Self Check In Example

- ▶ Did I exercise outside? (Positive Emotions)
- ▶ Did I do the breath of joy? (Positive Emotions)
- ▶ Did I do something to become a better tennis player? (Engagement/Flow)
- ▶ Did I avoid compulsive checking of digital world? (Engagement/Flow)
- ▶ Did I make eye contact with my spouse after work ? (Relationship)
- ▶ Did I extend myself to another human being today? (Relationship)
- ▶ Did I practice mindfulness? (Meaning)
- ▶ Did I study something great? (Meaning)
- ▶ Did I do work on three specific priorities for work today? (Accomplishment)
- ▶ Did I do something that frightened me today? (Accomplishment)



What It Takes

- ▶ Cognitive tolerance for ambiguity
 - ▶ The virtue of courage emotionally
 - ▶ Willingness to grapple, struggle, and brawl internally and externally
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May your life be a journey in
becoming more and more you.