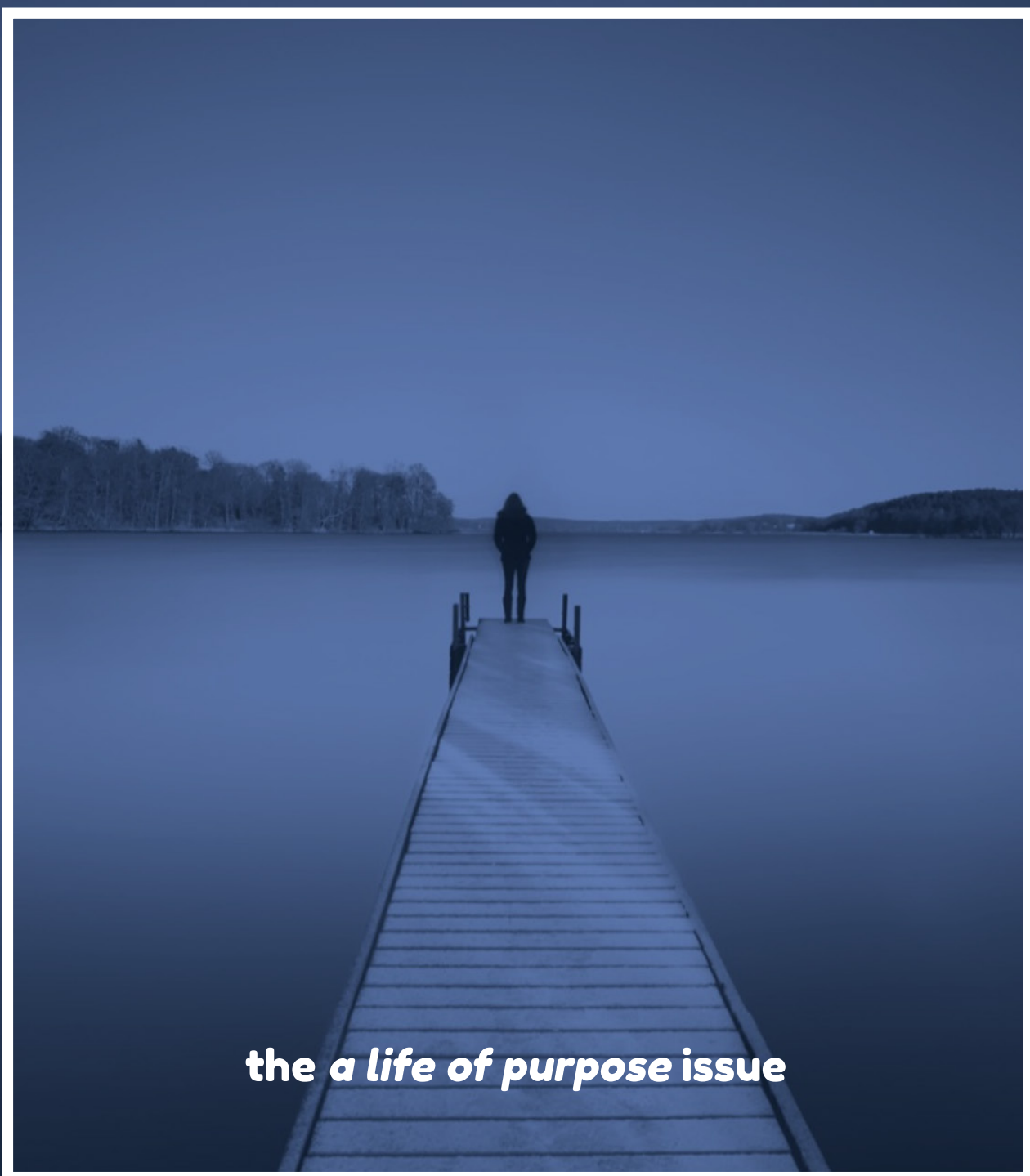


monday quarterly



the *a life of purpose* issue

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acknowledgement of country

a School for tomorrow. acknowledges the First Nations and custodians of country throughout Australia and internationally and their continuing connection to land, waters and community. We pay our respects to Elders past, present and emerging and to Stolen Generations survivors. We recognise the intergenerational trauma that remains and our pledge to build a world that can heal through our unwavering commitment to truth telling through the power of story and education.

a School for tomorrow. stands in solidarity with our Indigenous brothers and sisters, and works for justice and true reconciliation.

Our acknowledgement was drafted in consultation with Leann Wilson, a Bidjara and Kara/Kara First Nation descendant who acknowledges her South Sea Islander heritage. The image above is from an original photograph taken by Leann on country.

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Dear colleagues,

Welcome to the first issue of our Monday Quarterly magazine!

The Monday Quarterly is our long-play thought leadership publication, featuring our extensive research, practice and unique knowledge architecture. Designed to awaken and help each of us unlock our “why” and our individual and collective efficacy in leading human-centred, technology-enriched, people and place and planet conscious, and intentionally purposeful learning ecosystems. It will also feature, from time to time, articles written by YOU, our members, showcasing your school community’s inquiry and practice.

The Monday Quarterly is an exclusive benefit to all our Professional and School/Institutional members.

In this issue, we want to help you to connect with something that goes beyond your own emotional, intellectual and physical self. We want to show you that a personal journey of exploration and discovery in which you encounter self-awareness, relationship, service and vocation takes you beyond self-interest towards selflessness. We want to help you to see that a life of giving to others can transform you because it is grounded in the genuine meaningfulness that equips, empowers and enables you for A Life of Purpose.

I recommend the Monday Quarterly to you as an insight into the many learn, live, lead and work activities our global community engages in to encounter the self, place, and the other, as collectively we bring about positive change in education.

Let’s go!

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a School for tomorrow is a global educational network supporting students, teachers, and school leaders to thrive in a new world environment.

Want to discover more? Connect with us via:

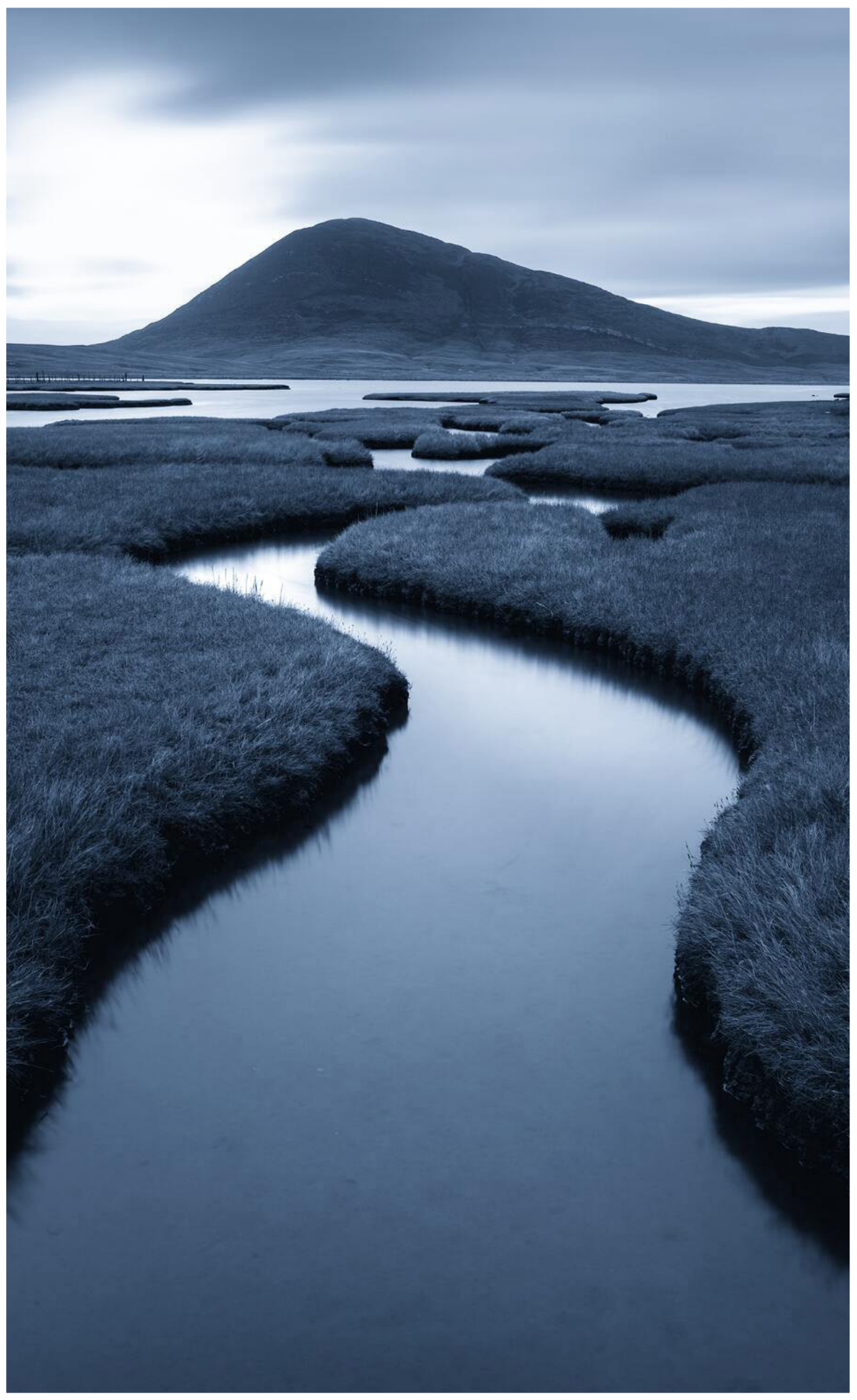
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“we all need to feel as though we belong – a place or places on this planet which we can call home. any education for character, competency and wellness that seeks to prepare learners to thrive in their world must be grounded in an understanding that if we feel as though we belong, we are more likely to achieve our potential. if we feel as though we belong and we are achieving our potential, we are more likely to do good and right in the world. it all starts with belonging.”
Dr Phil Cummins

our journey together

In this first piece, we lay out the road ahead.

“
your journey of discovery,
exploration and encounter needs
to connect you to the essential
questions that we all have and point
us towards a way to find answers
to them. the power of this inquiry
to help us all to learn, live, lead and
work better, to help us feel as though
we are making a difference in the
world, to help us to know that

we are getting somewhere, must be
sourced in the message we use to talk
about it. and for you, it must be so
significant, so rich, and perhaps even
so disruptive of your frame of mind,
that it compels you to sit up and take
notice. it must force you to want to
do something about it. it must make
you commit to a life of purpose.

I'm Dr Phil Cummins.

The son of “new Australians”, I was born and educated in Sydney. I began teaching History and Latin over thirty years ago. Since then, I've worked in and with schools, travelling the world as a leader, colleague, and a professor of education and enterprise. I've done quite a few other things as well. I've been a father to three children. I've worked for my local church and its community. I've served my country as a soldier. I've written a lot of books and articles – all up millions of words in history and education.

I love telling a story and finding the structure behind the narrative. I love working out where the voice and agency lie in human affairs (as well as those that lie beyond) and, of course, I love thinking about the reasons why. I'm an optimist, so I believe that stories should end well, although there's always more than a fair amount of wrestling with challenge and disappointment to be experienced. I believe that a positive attitude, an inclination to see the best in others, a willingness to work very hard, and the playfulness and wit to adapt what's at hand to deal with what life throws up are essential.

After three decades of teaching, leading, writing and engaging with hundreds of thousands of people in school communities all over the world with my colleagues at what we call a School for tomorrow. a global network that supports students, teachers, leaders and school teams to thrive in the new world environment, I've decided that it's time to take what we've learned from our global research and consulting work and make it accessible to learners all over the world who want a life that's worthwhile and well-lived.

So, where to begin?

I want to help you to connect with something that goes beyond your own emotional, intellectual and physical self. I want to show you that a personal journey of exploration and discovery in which you encounter self-awareness, relationship, service and vocation takes you beyond self-interest towards selflessness. I want to help you to see that a life of giving to others can transform you because it is grounded in the genuine meaningfulness that equips, empowers and enables you for A Life of Purpose.

That's what this issue of the Monday Quarterly is all about.

As we move through this issue together, I'm going to introduce you to a set of ideas about the character, competency and wellness needed for A Life of Purpose. There are eight Milestones in the journey ahead:

- Explore
- Discover
- Learn
- Live
- Lead
- Work
- Encounter
- Let's Go!

Throughout the issue, I'll be sharing with you:

- **Essential knowledge, skills, dispositions and habits that we have distilled from our research about how to learn, live, lead and work with purpose**
- **My own thoughts about what I have learned on my own journey towards leading an intentionally purposeful life**
- **An opportunity for you to reflect on your own growth in character, competency and wellness**

I believe that character is important. Not all ways of expressing that character, however, are the same. So when we try and work out what kinds of people we want to become, it's important that we make the distinction between the different ways of being the best version of oneself. So that's what we've done! Put simply, these graduate outcomes are both who we want you to become and how you can get there.

So, what might these graduate outcomes be? Our global research over the past decade has identified a set of six outcomes that communities all over the world have expressed as desirable for students to thrive in a world that needs them to:

- **Have the integrity to lead meaningful lives as Good People.**
- **Have the ability to manage complexity with authenticity as Future Builders.**
- **Grow and transform themselves as Continuous Learners and Unlearners.**
- **Provide sustainable direction to the world as Solution Architects.**
- **Balance the local, the regional, and the global with perspective as Responsible Citizens.**
- **Work well in relationship with others, to bring success and fulfilment for all of us as Team Creators.**

Through this issue, I will step you through each of these outcomes in more depth and ask you to reflect upon what each means in relation to your growth in character, competency and wellness. As you complete the Step Forward exercise at the end of each Milestone, I'm going to ask you to reflect on what you have covered in the learning connected to each Milestone.

At the end of this issue of the Monday Quarterly, I will invite you to draw together all you have reflected on and learned about A Life of Purpose to claim your sense of purpose and set off on the adventures that lie ahead for you.

So are you ready to go?



it starts with belonging

In this piece, we establish the rationale for why we are all better when we are united.

“

i've learned that a life of purpose is enhanced by what is shared between us all as much as it is by what is unique to individuals. at every stage of our journeys, we need to recognise and include people who bring different qualities and experiences that can enrich our understanding and create fairer

opportunities to learn, live, lead and work. diversity of voice, agency and advocacy matters if we want to equip, empower and enable every learner with truly human-centred, technologically-enriched, people and place and planet conscious, and intentionally purposeful education.

Before you set off on the journey, you need to think about who you will be bringing with you along the way.

We at a School for tomorrow. call on you to support how everyone can be equipped, empowered and enabled to build the civic character of belonging, the performance character of the achievement of potential, and the moral character of doing what is good and right in the world.

In other words, we need to belong before we can achieve our potential. If we feel as though we belong and are achieving our potential, then we are more likely to do what is good and right in the world.

We know that there are ongoing barriers in our world for learners to embark on A Life of Purpose that are imposed on them by people, structures and systems that perpetuate discrimination on the basis of race, ethnicity, age, religion, ability, identity, gender and sexual orientation.

We also know that when people are prevented by either the personal choices of others or the structures and systems of society from belonging, achieving their potential and doing what is good and right, then we have an obligation to stand against this historic and continuing injustice.

Our ongoing mission at a School for tomorrow. reflects our fundamental belief that each person is home to a unique life, that all people belong and deserve fairness and justice in their lives. We also believe that everyone everywhere benefits from systems and structures that put into practice the principles of diversity, equity and inclusion that can and should create the conditions in which every person can learn, live, lead and work in a fashion that helps them and those around them to belong, achieve their potential and do what is good and right.

We welcome people of all races, ethnicities, ages, religions,

abilities, identity, gender and sexual orientations, and believe their distinct perspectives and personal story make the aspiration of a School for tomorrow. a more vibrant, creative learning place that drives our innovation and the hope of humanity. Our collective strength comes from our diversity and we celebrate the visible and invisible qualities that make each person remarkable, where everyone is valued, respected, and able to reach their inherent possibility.

a School for tomorrow. commits to aligning our culture and business practices to be a beacon of diversity, equity, inclusion, and belonging for all people and is proud to be an equal opportunity employer. Ultimately people everywhere flourish when they feel love, when they feel valued, when they feel they are known, and when they feel these things equally, by encountering others that believe in their inherent worth.

It starts with belonging. We invite you to play your part in this.

“

i believe that claiming your purpose and recognising what this can bring to you and to everyone around you can change everything for the better.

So, at last, the first step of our journey awaits.

I'm excited!

I can't wait!

Let's go!

explore

In this first Milestone, you will explore what it means to live with purpose.

“who am i? where do i fit in? how can i best serve others? whose am i? in striving to answer these questions, you will come to know yourself through self-awareness, earn your place through relationship, go on a journey from ‘me’ to ‘you’ to ‘us’ through service, and find your calling through vocation.”

What does it feel like when you explore something or somewhere new? There’s always a sense of excitement and wonder about the unknown. There’s also a need to think

through the steps you might take and how you can connect the different parts of your adventure, although you can’t know everything in advance. You’ll need to respond to and make decisions about what you find along the way. That’s all part of the journey!

There are five steps that we will move through together for the milestone of Explore:

1. Live with purpose.
2. Become your best self.
3. Do what really matters.
4. Know what motivates you.
5. Connect with your people and your place.

live with purpose

what will make a difference in your life?

what will help you lead a good life?

what will bring you a life that is both worthwhile and well-lived?

It’s all about a life of purpose.

It’s about claiming a fundamental reason for everything that you do in your life, and then going out and doing it.

Discovering what your purpose might be and how you might learn, live, lead and work in pursuit of it requires you to embark on a personal journey of exploration, discovery and encounter towards character, competency and wellness.

You can call this The Pathway to Excellence.

To follow The Pathway to Excellence, you will need to commit to a regular program of reflecting on who you have been, who you are, and who you are becoming. This ongoing, inside-out process of inquiry, becoming and transformation can help you to learn, live, lead and work through a life of purpose.

You can do this by asking four fundamental questions:

1. Who am I?
2. Where do I fit in?
3. How can I best serve others?
4. What is my calling?

In striving to answer these questions, you will come to:

1. Know yourself through self-awareness.
2. Earn your place through relationship.
3. Go on a journey from ‘me’ to ‘you’ to ‘us’ through service.
4. Find your calling through vocation.

Along the way, you will build your character.

Character is the way you live your life. Do you belong? Are you fulfilling your potential? Are you doing what is good and right?

These are powerful questions you can ask about your civic, performance and moral character. Sometimes to answer them you will search deep and discover an inner sense of who you are, and who you may become; this is your mark as a person. Other times, you try to fulfil the expectations of others; this is your measure as a person.

And so, through the course of your life, as you try express the civic character of belonging, the performance character of fulfilling potential and the moral character of doing what

is good and right, you will wrestle. You will wrestle with both leaving a mark and measuring up. This is how you form character. This is how you can show who you have been, and who you are becoming.

“i’m not sure that anyone really has ‘the answer’ to everything. nothing is that clear or certain and there’s never a one-size-fits-all solution. what i have learned from the stories of so many people around the world is that we are more likely to find the right way forward when we keep wrestling with the things that challenge, inspire and support us to move from who we were yesterday to who we are now towards who we might become tomorrow.”

How will you demonstrate the character that allows you to live a life of purpose? You will reveal this through your competencies. A competency is the capacity to demonstrate how you have grown in character. It deliberately and simultaneously asks you to know, do, be, and learn. When you master a competency, the knowledge, skills, dispositions, and learning habits that are cultivated during the values that you have formed and the social and educational processes you have experienced will be demonstrated in the outcomes you demonstrate.

And you will build all of this on a foundation of your physical, psychological, emotional, intellectual and spiritual wellness.

Live With Purpose:

- What stands out with your character, your competency, and your wellness?
- What are your strengths - the baseline for you to achieve your potential?
- What might become new strengths?

If all things are as they ought to be, those strengths will have come to the fore and allow you to both leave your mark and to measure up in your community. You will connect to your people and your place to develop a sense of what really matters to you and how this might be honoured through your practice.

You will live with purpose and become your best self.

what might a life of purpose do for you?

how might a life of purpose take you beyond your own self?

how might you gain that deep experience of satisfaction enjoyed by purpose-driven people all over the world, regardless of the challenges and opportunities that life presents?

become your best self

When you commit to leading a life of purpose, you engage in a lifelong process of becoming a better version of yourself. With every step you take on The Pathway to Excellence, you will increasingly show what feels like the character, competency and wellness of which you are really capable.

In doing so, you will increasingly feel a sense of belonging, achieve your potential, and do what is good and right in your life.

“when i’ve talked with people around the world about how they develop character, i’ve learned that if you feel as though you belong, you will be more likely to achieve your potential. if you feel as though you belong and are achieving your potential, then you will be more likely to do that which you believe is good and right in the world.”

You will need, therefore, to choose and claim your purpose carefully and wisely.

And, of course, this is not about a selfish pursuit for personal gain. The value we create for ourselves is amplified when it is shared with generosity of spirit among others.

People are social beings and are meant to live in community. Our weaknesses are, more often than not, compensated for by the strengths of others. In turn, our gifts find their truest and fullest expression when they serve the needs of others. There is a reciprocity, a mutual exchange of benefit about this which is very powerful.

We thrive best when we grow in our capacity to place the benefits of how we learn, live, lead and work for the benefit of others just as much as, if not more than, for ourselves. In other words, we thrive best individually and collectively when we are selfless.

Become Your Best Self:

- Can you identify a time when helping someone else made you feel good about yourself?
- Did you try to replicate that feeling through serving others on a different occasion?
- What helps you to help other people?

When you commit to the process of identifying why you want to live your life and how you might put this into practice, it will be helpful for you to think about how best to place the needs of your people and place and planet first.

By committing to put it into practice, you might just become who you need to be as an individual and take responsibility for your people and your place and your planet at the same time.

That’s the true value of a life that’s both worthwhile and well-lived – a life of purpose.

do what really matters

what do you really value in life?

what is important to you?

what are those powerful beliefs that guide your sense of right and wrong?

When you begin to contemplate what your purpose might be, it is both helpful to contemplate what is most true and relevant for your life – what really matters. You will need to identify those beliefs about what is good and right that can help you to identify and live with a purpose informed by values.

“what matters to me? over many years, i have found a set of ideas that brings direction and value to those i love and myself by helping us to thrive in the new world environment: meaningfulness – for good; authenticity – for real; transformation – for change; sustainability – for life; service – for others; relationship – for each other.”

In this quote, you’ll notice that I have framed each of my values as both a thing that I try to do and a reason for me doing it. That works well for me because it helps me to direct my intentions into actions.

But you may have your own way of thinking about and expressing your values.

Do What Really Matters:

- What are your values – those things that you believe are good and right in life?
- What are the ideas and things that are really important to you?

When you start to say your values out aloud and use them in your daily conversations, you may feel a little awkward at first, but that’s just a matter of practice. What’s most relevant about this is that in saying what you believe is good and right in your world, you are committing to yourself and those around you to act in accordance with what you believe. This quality of integrity is valued highly; it allows you to be seen as a person of honour, as someone keeps their word.

This may, in turn, cause you to feel uncomfortable when you don’t act as you should.

You won’t be perfect in living out your values – but then none of us is. What we can do is to do what we can to be the best version of ourselves today and to find ways to improve what we do tomorrow.

In striving for improvement in executing your purpose in this way, you might never get as far or as deep as you might like in the things you do, but by focusing on doing what really matters to have the impact on your life and the lives of others, you will be transforming yourself and those around you. More and more, you will be doing those things that you believe are good and right.

In this way, leading a life of purpose means you can do the things that really matter – it’s your most powerful reason why.

how can you move from being engaged to feeling truly empowered to carry out your purpose in your world?

what drives you to grow and learn?

what is it that will motivate you to become the best version of yourself?

know what motivates you

Perhaps no single phenomenon reflects the positive potential of human nature so much as motivation – the powerful reasons why that lie behind what you do.

If you are driven by the extrinsic motivation that comes from other people, you feel pressure to behave in a certain way and experience little to no autonomy. It might be useful for you to accept the benefits of externally-imposed structures, especially when you are learning how to do something for the first time. It can be hard to do it by yourself. On the other hand, when you are driven by intrinsic motivation, a deep inner drive, you feel self-directed and self-aware; you are more likely in the long run to feel the mastery, autonomy and purpose that will connect you to your preferred future.

Know What Motivates You:

- Can you identify what drives you most to do the things you want to do? What about the things you need to do?
- What drives you to hold to your purpose and get done the things that need to get done?
- So what really motivates you?

What about happiness? What role should it play in what motivates your sense of purpose?

A state of happiness is wonderful in the moment but it's occasional and fleeting. None of us should aim to be happy all of the time; it's unrealistic and sets us up for disappointment.

We can aspire to live with happiness in the knowledge that what endures and is most powerful in helping us to feel happy (more often than not) is the accomplishment of purpose. This brings with it the joy that comes from realising the value and values that a life of purpose can bring to you and the people you love.

“i’ve learned that lasting motivation can be sourced more from the long-term inner satisfaction that comes from the kindnesses that you exchange, the gifts you provide and receive, and the legacy you leave in pursuit of your purpose rather than in a desire to create your own short-term gratification.

Ultimately, therefore, the quality of your contributions can be seen in the positive impact you have on others. In other words, if your values and beliefs are being carried out faithfully through your actions, you will be revealing the sincerity of the purpose for which you really stand and how this might be dedicated to the people around you and the place which you call home.

connect with your people & your place

who are your people and where is your place?

how will you find them?

how will you know when they are right for you?

We have seen already that A Life of Purpose is lived in community with others.

Your personal journey of exploration, encounter and discovery towards character, competency and wellness requires you from the outset to contemplate the significance of a shared humanity, rather than just the attainment of your individual desires and needs. You need to be connected to the people with whom and the place where you feel as though you belong.

“i believe that your understanding of the world around you and what you might do with this world is infinitely improved when you accept that you simply cannot do it all yourself. you alone do not have the power to effect all of the change that you wish to occur. you need to rely on those around you for challenge, inspire and support and, for those of you with a specific faith, you will most likely rely on God most of all.

This purpose-driven connection with others will not necessarily be automatic. There must be a fair exchange of value between you for it to work out for the sake of all. You will need to weigh up the benefits that you can give and receive in turn from your people and place, and perhaps even change them over time as the cycles of your life change. This requires of you both reciprocity that comes from the transference of benefit: I am because you give.

Connect With Your People and Your Place:

- Who are your people? How do they help you to become the best version of yourself?
- Where is your place? How does being connected to it help you feel as though you belong?
- So who are the people and places that form your community?

The shared culture of your community and the collective discipline that exists within it to help its members to inspire, support and challenge each other towards a life of purpose is cultivated by habits of trust, responsibility and self-discipline.

It is this combination of culture and cultivation that will enable you to make the right choice for deciding what is your own purpose.

step forward: explore

In this first Step Forward, I'm going to introduce you to the first two of our six graduate outcomes before moving on to think through answers to two important questions.



What does it mean for us to be Good People?

Good People want to be people of good character. They are committed to becoming virtuous. They have a coherent set of values and beliefs that guide them to do the right thing and to live a good life as best as they can. They use honesty, responsibility and courage to the best of their ability to show the character required to stand strong in the face of adversity and place the needs of others before self-interest. None of us are perfect, particularly when it comes to putting into place difficult values like honesty, responsibility, and courage. But Good People demonstrate their commitment enough to show the character required to stand strong in the face of adversity and place the needs of others before self-interest.



What does it mean for us to be Future Builders?

Future Builders want to be leaders for the future. Inspired by authenticity, they have the reflectiveness, sensitivity and strength to honour the legacy of yesterday, attend to the needs of today, and look forward to what tomorrow will require of us. While many leaders just concentrate on the demands of the present, Future Builders dream of tomorrow. They use patience, judgment, and insight to build the narrative that helps us to forge a path towards this preferred future and bring others on the journey. They justify what we need to do and how and why we should do this. They seek to communicate effectively. This relies on the capacity to address different audiences and purposes with clear and accurate expression that is well-informed, reliable, and persuasive.

SO ...

what opportunities does
your world offer you?

what do you have to offer
your world?

"i am because you give."



discover

In this second Milestone, you will consider how to choose the right purpose.

“you need to commit to a regular program of reflecting on who you have been, who you are, and who you are becoming. this ongoing, inside-out process of inquiry, becoming and transformation can help you to learn, live, lead and work through a life of purpose.”

How does it feel when you find something new for the first time? As you consider the possibilities that might be presented to you, you'll see things you haven't come across before. You'll begin to think ahead about what might come next and how you might get there. You'll also want to stay in the moment and enjoy what is right in front of you.

There are five steps that we will take as we think about the milestone of Discovery:

1. Choose the right purpose.
2. Build your character.
3. Learn, live, lead and work well.
4. Keep writing your story.
5. See what lies beyond you.

choose the right purpose

what possible purposes could you choose?

how might you respond to the challenges and opportunities presented by others while also taking responsibility for your own inner sense of what you might be doing?

how can you develop a solution for your purpose which feels right to you, a “best fit” that will serve you well (even if it is a compromise)?

Locating a purpose for the next stage of your life will start with developing an understanding of both the value you place on yourself and others, the things in which you are engaged, and also the values you hold that will tell you that these are the right things to do.

This process will be influenced strongly by your inner drive. It will be both bound and enhanced by that community which comprises your people and your place. It will also be directed by your honesty with yourself about what matters less and the opportunities that you do not wish to take up at this stage.

Thus, your emerging sense of purpose will also arise from a set of beliefs and perceptions about yourself that includes:

- Your sense of who you are, who you are becoming and how you relate to others.
- Your attitude and how it affects your self-awareness, interest, relevance and curiosity.
- Your adaptive expertise and self-efficacy – adaptive expertise means how you build character and competencies, and how you use these to solve known and new problems; it is, in essence, your commitment to growth. Self-efficacy means how you set goals, organise yourself and the way you learn, live, lead and work to optimise your character and competencies so that you can thrive in your world; it is your capacity to determine the course of your life.

There is so much to do in life and so many options of pathways that you can follow.

“i'm convinced that you don't have to know your 'for ever' purpose to lead a life of purpose. sometimes, you just need clarity about what comes next so you can direct your attention

to it with energy, enthusiasm, and focus.

Sometimes a process of elimination can be helpful to give you a set of choices that might help you refine your possible choices down to some realistic options. One way to do this is to work out the pathways that you do not wish to take and the people you would prefer not to join you on your journey at this stage.

On other occasions, it will be more straightforward – a matter of choosing from a few clear options that present themselves. You can also take the time to try out one of these potential pathways for a short while, especially when you are not sure that it is the best one for you. From there, you can begin to develop a sense of what a ‘best fit’ might be and map the best way forward for you.

Choose the Right Purpose:

- What are you most curious to learn about in life?
- What feels like the best use of your time?
- What motivates you to do more in certain areas?
- What gives you the most satisfaction – what do you most enjoy doing?
- What helps you to feel as though you are becoming the best version of yourself?
- What seems to be the emerging sense of purpose that is the best fit for you?

Once you become motivated to achieve, you will eventually exert your effort, time, and energy towards becoming better at becoming a better version of yourself. This is called self-actualising. You will begin to self-actualise because you make the right choices and carry them out. This is called self-determination and it is the most powerful force you will encounter in choosing your purpose and shaping your character.

do you belong?
are you fulfilling your potential?
are you doing what is good and right?

build your character

Character is how you live your life; it's how you apply your adaptive expertise and self-efficacy to live out your purpose and thrive in your world.

Build Your Character:

- How would you describe your own character?
- How do other people describe your character?
- Can you assemble a brief word picture for your character?

Your character will be revealed in good times and bad, in moments of both mundanity and great excitement. It will be more than just one thing, or the thing that happens when no one is around. It will be the integrated product of your knowledge, skills, dispositions, and habits of mind, all of which should be directed concurrently towards a quest to go from the dislocation of self-centeredness to the integrity and wholeness of a selfless person who leaves a mark and meets the measure of the world through the pursuit of the right purpose.

In this way, your character is the work of a lifetime. It will tell the story of your yesterday, your today and your tomorrow. It will emerge from the formation of your identity throughout this narrative and the accumulation of your impact on the lives of others and the environment around you. It will necessarily be the by-product of your commitment to seek out the best version of yourself and, although never perfect or complete, it can be capable of great good (or otherwise).

In practical terms, how people see and assess your character will become the sum of the competencies through which you will enact your purpose.

“we live in a rapidly changing world. everyday life means living through complexity, being ready for the things that life throws at us, and enjoying the good fortune with which we are blessed. there is a volume, pace, and intensity to our times that mean we need to be in a position to respond to change readily and willingly. this means that all of us need to be able to muster our dispositions, capacity and the whole of our being to meet these challenges and to make the most of the opportunities that are presented to us.”

learn, live, lead & work well

what is it that you want to be good at doing?

what are you already good at doing?

what competencies do you want to improve and what are some that you don't have in your own personal toolkit yet?

Mastering the competencies to learn, live, lead and work are ongoing challenges that speak to your formation as a person.

“i believe that as we ask and answer fundamental questions, we build the adaptive expertise and self-efficacy to encounter success in how we learn, live, lead, and work on our journeys of discovery towards character.”

The competency you gain in answering the question “Who am I?” is the competency to learn. Learning well helps you to become stronger in all of the facets of your life and apply these strengths to realising an evolving and increasingly selfless reason for doing what you do. Learning, therefore, is about the quest towards self-awareness that fosters a sense of your purpose through a combination of both curiosity and wisdom so that you can meet the expectation to “know yourself”.

The competency gained in answering the question “Where do I fit in?” is the competency to live. Living well helps you to understand and respect yourself and others, and the language, customs, honourable traditions, rituals, and values of the people and places from which you have come and to where you are going. Living, therefore, is the search for relationship that helps us to appreciate your people and your place with the humility and gratitude that helps you to meet the expectation to “earn your place”.

The competency gained from answering the question “How can I best serve others?” is the competency to lead. Leading well begins with who you are, flows into who you want to become and is demonstrated through deliberate, targeted, and intentional action that aligns vision with intention and means to direct, motivate, influence, and inspire others to achieve willingly a preferred future for all. Leading, therefore, is about the challenge of service that helps us to locate our practice with courage and compassion necessary to meet the expectation to “go on a journey from me to you to us”.

The competency gained from answering the question “Whose am I?” is the competency to work. Working well is about building around you a supportive network of people for and with whom your sense of belonging, the achievement of our potential, and propensity to that which is good and right in your life – your character – might find a meaningful home.

Working, therefore, is about the discovery of commitment that helps us to connect your purpose, your people and your place within your practice through the vocation and diligence required to meet the expectation to “find your calling”.

You can and will do none of these things completely or separately. Each of us has strengths and weaknesses and the way you cope with the vicissitudes of life is never as constant as you would wish. You will surprise yourself on occasion, just as much as you will disappoint yourself. It's all part of your story and so much of that is influenced by the questions you can ask to guide your process of inquiry.

Learn, Live, Lead and Work Well:

- Learning is about self-awareness, living is about relationship, leading is about service, and working is about vocation – all of us need to achieve mastery in these areas.
- Is there anything that is holding you back from growing in each of these areas?
- What questions might you ask that will help you wrestle with and find the answers to these problems that will help you to build your competencies?

where have you come from, where are
you now, and where are you going?

can you create a story
that allows you to continue to
become the person you should be?

how might you share
this story with others?

keep writing your story

People grow and change throughout their lives. They do both right and wrong things in the natural course of events that intersect with where they have been, where they are now, and where they are going. They have been telling stories like this for as long as they have gathered together. It's humanity's oldest and most powerful form of how we connect people to place and (ultimately) purpose. It is as much a narrative of journey as it is a description of destination.

“
your story is being created as you live it. look around you, gather the episodes, experiences, and evidence of your growth, then try to map out a version of it that you might find both truthful and helpful in explaining how you pursued your purpose.

Your story also needs to help people to see the tangible scale of your world so that they can walk in it alongside you with the confidence and safety that comes from knowing that you have their best interests at heart. To do this, you'll need to see beyond yourself to where the people in your life are, and then offer them a hand so that you can lead them towards a preferred future together.

Keep Writing Your Story:

- What is the best version of you?
- How have you learned to be like this?
- What have you done to be a role model for others?
- What might come next?
- How might you tell the story of your life?

see what lies beyond you

who am I?

where do I fit in?

how can I best serve others?

whose am I?

The desire to improve who you are is more than a commendable attitude; it's a necessary and normal part of A Life of Purpose. Regularly reflecting on and reviewing your own performance shows your commitment to growth and to developing and mastering those habits required to be the best version of yourself that you can be today and to become a better version tomorrow.

What are these habits?

You need to know what you need to be learning - that's aspiration. You need to go on a journey of discovery, encounter, challenge, and connection - that's experience. You need to collaborate with your teachers, mentors and experts as the co-authors of the narrative of our learning journey - that's agency. You need to discover your own identity and how best to express it through your learning and relationships - that's voice. And you need to organise yourself to have the time, support, and conditions that will help you to make the most of your learning to make progress and achieve success - that's resource.

Yet self-improvement is not enough to create a purpose sufficient enough to make your life whole. You will also need to confront the reality that you are not the centre of the universe and that you cannot live your life just pleasing yourself. In finding your sense of purpose in the truth that lies beyond you, you will learn much about the importance of obedience, humility, and forbearance in your connections and relationships with others. You will realise that service means more than just doing nice things for other people to make yourself feel better about yourself or fulfilling the drive of a selfish gene that sees a benefit in the hope of the exchange of do-gooding.

“
i am convinced that in coming to accept and claim your purpose, therefore, you will need to acknowledge that doing something better with some higher sense of mission means seeing the reality that life is always better for everyone when you place someone else's interests before your own.

This commitment to the situation of the other goes beyond feeling and knowing: it converts the motivations and actions of your labour and your being into a vocation - the attachment of your purpose to your inner drive so that how you learn, live, lead and work is articulated most fully and most meaningfully in what you do for your people and your place.

See What Lies Beyond You:

- What do you currently do for other people, both in small and great ways, for which you expect nothing in return?
- How selfless is your life of purpose?
- What more might you be doing and for whom?

step forward: discover

In this second Step Forward, I'm going to introduce you to the next two of our six graduate outcomes before moving on to consider your service to the world today.



What does it mean for us to be Continuous Learners and Unlearners?

Continuous Learners and Unlearners prepare for a lifetime of learning, including the unlearning and relearning that will be required along their journey. They are equipped to become dynamic learners who are committed to continuing growth and improvement throughout their lives. They use the power of harnessing their curiosity, resourcefulness, and adaptability to help us to transform gracefully from who we are today towards becoming the people we need to be in the future. They encourage others to become better at continually developing their competencies. They embrace change in their lives. This relies on the capacity to take responsibility for learning from all situations with a willing, open, and agile mind that can assemble and master a dynamic and volatile body of knowledge and that is informed by past practice, current experience, and the anticipation of future needs.



What does it mean for us to be Solution Architects?

Solution Architects aim to design and generate effective solutions to emerging problems and issues. Inspired by the intention of sustainability, they are equipped to provide direction supported by successful answers to the questions of a world that seeks clarity and certainty in circumstances that are rapidly evolving and multi-dimensional. They use grit, perseverance, and attention to detail to give others the confidence to meet expectations by thinking through options, and constructing, testing, implementing, and evaluating solutions to familiar and unfamiliar problems. They show others a better way forward by charting a course toward a better normal and a shared understanding of excellence. They think through problems with confidence. Not every solution will be new, but all solutions will be crafted from an abiding curiosity about the world and an inclination to simply try new things. They never want to stand still and accept the status quo as the inevitable model or process of doing things.

what goes next in each of these statements?

what the world needs now is ...

what I can do about this is ...

what will make a difference in bringing this about is ...

"the truth that lies beyond
ourselves is deeply connected
to our real sense of purpose."



learn

In this third Milestone, we explore the question “Who am I?”

“
to learn what really matters in life, it’s important for you to develop your purpose through growing in self-awareness and identity.

The competency you gain in answering the question “Who am I?” is the competency to learn. Learning well helps you to become stronger in all of the facets of your life and apply these strengths to realising an evolving and increasingly selfless reason for doing what you do. Learning, therefore, is about the quest towards self-awareness that fosters a sense of your purpose through a combination of both curiosity and wisdom so that you can meet the expectation to “know yourself”.

There are three steps for this milestone:

1. Values and beliefs.
2. Personal development.
3. Academic development.

By the end of the milestone you should be able to say the following with greater confidence:

- I practice curiosity and wisdom.
- I seek to “know myself”.
- I want to understand more about my values and beliefs, my personal growth and how to develop myself academically.
- I wrestle with the question: “Who am I?”
- I am discovering more about what I stand for, what drives what I do in my life, and the character, competencies and wellness that I will need to make a positive difference.
- I am creating a stronger sense of who I might become and how I might bring benefit to others.

what is good and right in your life?

what are the best options for you?

what choices will you make?

how can you connect with a greater purpose?

values & beliefs

It’s important to know what you stand for, what drives what you do in your life and the impact that you would like to have. You need to do more than just live a life. You should seek to live a worthwhile and meaningful life that brings benefit to others and sustains our capacity to thrive in our world.

In this step, we will cover:

- Core Beliefs and Moral Code
- Ethical Decision-Making
- Values in Action
- Spiritual Practice

Make sure you take some notes as you go. When you’re finished reading through each section, we’ll take some time to reflect upon your values and beliefs, how you form them, and how you live them out.

Identifying and Understanding Your Core Beliefs and Moral Code

Identifying and understanding your core beliefs and moral code is about how you come to know what is good and right in your life.

You can see below a chart that details how you can assess your ability to do this. In this chart, you can see a set of behaviours (on the left) and indicators of these behaviours (on the right).

You can think of these behaviours as ways you act out your core beliefs and moral code. Indicators are statements that help you to understand these behaviours and work out whether you are currently doing them.

Take some time now to read through this chart. In a moment, I’ll ask you to think about how well you match the behaviours associated with identifying and understanding your core beliefs and moral code.

Forming Moral Code	I have a set of beliefs that serves me well as an anchor for everything I do.
Maintaining Values	Even when things get tough, I would not knowingly or willingly violate or compromise my core beliefs.
Exploring Other Beliefs	I am always seeking to explore and deepen my core beliefs through reading, reflection and discussion with others.
Living With Purpose	Living with purpose and integrity is very important to me.
Benefitting Others	Acting on my core beliefs or moral code improves the lives of others and is a source of good, not just personal gain.

Making Choices Based on Ethical Decision-Making

Making choices based on ethical decision-making is about how you identify the correct options for you to live a life based on an appreciation of what is good and right according to your core beliefs and moral code.

Using the chart below, spend some time working out how well you currently can make choices based on ethical decision-making.

Knowing Right From Wrong	I have a clear sense of what is the “right thing” to do and can confidently apply this to the daily and sometimes difficult decisions I make.
Maintaining Academic Integrity	I have a full understanding of what I need to do to meet all ethical standards for academic honesty and integrity in my studies.
Making Hard Ethical Choices	I am confident that I would choose to do the right thing even if doing so had negative consequences.
Learning From Mistakes	I have made mistakes in the past in my ethical judgment but learning from these has made me better.
Resisting Temptation	I don’t let pressure or circumstance override my sense of what’s right and what’s wrong to do.

Situating Your Values in Action

Situating your values in action is about how you make specific choices about what you will and will not do according to the principles established in your core beliefs and moral code.

Read through the chart below and think about how you are currently situating your values in action.

Assessing Own Strengths	I can identify my best character strengths – those character skills and habits that contribute most to my success and wellbeing and that I rely on most often and effectively.
Adopting Role Models	I often see character strengths in others that I admire and wish I could have too.
Understanding Character Growth	I take the view that with focus and effort I can work on my character strengths and develop new ones, rather than seeing them as fixed and immutable.
Supporting Others' Success	It is important to me that my character strengths contribute to the success and wellbeing of others, not just myself.
Reflecting On Character	I am becoming competent in reflecting on my “character” and setting personal resolutions and goals for growth.

Locating Your Code in Spiritual Practice

Locating your code in spiritual practice is about how you place what you value, believe and do within the context of something much greater than yourself, be that a sense of the divine, the way the world and the universe works and ought to work, or both, so long as this transcends your own self and asks you to contemplate a life spent in service of a higher purpose.

Use the behaviours and indicators below to reflect upon how you currently locate your code in spiritual practice.

Valuing Spirituality	I appreciate the value of cultivating a personal spiritual perspective for my well-being and overall quality of life.
Developing Curiosity	I am very curious and interested in learning about different spiritual perspectives, traditions and practices.
Being Grateful and Hopeful	I have a sense of gratitude and optimism that helps me put things in perspective and to appreciate the world around me.
Telling My Spiritual Story	If someone asked me, I could tell the story of my personal spiritual journey and the spiritual routines and practices that help me.
Discussing Spiritual Matters	My friends and I enjoy discussing and debating our different spiritual perspectives, interests and practices.

reflecting on values and beliefs:

what is one behaviour from the charts above that you are currently demonstrating consistently that you would like to continue doing so?

what is another behaviour that you are currently not doing as well as you could be that you would like to change?

what is a further behaviour that you are not currently demonstrating in your life that you would like to try?



do you manage emotions well?

do you reflect on who you are?

do you live a healthy life?

do you feel well?

personal development

The foundation for your learning journey and your capacity to thrive is increasing your understanding of who you are. It's therefore essential that you understand how you can acquire knowledge, skills, dispositions, and learning habits for success through a process of personal development. You must construct solutions and use processes to maintain the progress and sustain the wellness required for you to grow in this self-awareness.

In this step, we will cover:

- Emotional Intelligence
- Reflective Habits
- Health
- Wellness

Building Your Capacity in Emotional Intelligence

Building your capacity in emotional intelligence is about how you manage your own feelings and the feelings of others in your life.

Using the chart below, spend some time reflecting on your current progress in building your capacity in emotional intelligence.

Emotional Self-Awareness	I am very self-aware of my emotional responses to things that are happening to me and am able to regulate my emotions.
Describing Own Emotions	I am good at describing and talking about my emotions and thoughts with those whom I trust.
Identifying Others' Needs	I am able to identify and understand the wants, needs and viewpoints of people around me.
Collaborating With Others	I work well with others, helping them to cooperate and collaborate in accomplishing a task or goal.
Seeing Things Through	I am self-motivated and have the drive and perseverance to accomplish tasks and meet my goals.

Adopting a Set of Reflective Habits

Adopting a set of reflective habits is about how you routinely and constructively question what you are doing and who you are becoming.

Take some time now to think through the chart below, and consider your current ability to reflect.

Stepping Back	I am good at stepping away and assessing a situation, before making a decision about how to handle something.
Showing Perspective	I am able to put things in perspective and to show gratitude for what I have and who I am, rather than getting worked up needlessly.
Accepting Criticism	I am able to take criticism and feedback in my stride and use it to help me build on my progress.
Building A Growth Mindset	I bring a growth mindset to my thinking about my abilities and performance.
Setting Realistic Goals	I am good at setting realistic personal goals for myself, figuring out the best ways to proceed, and evaluating how well I am doing in meeting those goals.

Boosting Your Health

Boosting your health is about how you make specific choices about what you will and will not do to become healthier physically and mentally in the short and long term.

Using the indicators below, consider how you are currently displaying behaviours related to boosting your health.

Accessing Medical Practitioners	I have access to a trusted doctor or other health practitioner for routine check-ups and as needed for professional help in addressing an illness or a health concern.
Sleeping Well	I have good sleep routines, and am aware and knowledgeable about how much sleep I need to perform well.
Managing Substance Usage	I keep myself informed about the health effects of substance use, monitor my behaviours, and make good and responsible choices for me.
Eating and Exercising Well	I am informed about healthy living, and make good choices about diet and exercise.
Staying Healthy Sexually	I am knowledgeable about taking responsibility for my sexual health, making the right choices for me and always having respect for others.

Locating Personal Development Within Wellness

Locating personal development within wellness is about how you place what you value, believe and do within the context of how well you feel as a result of your learning, living, leadership, and work.

Once again, use the chart below to determine how well you are currently locating your personal development within wellness.

Staying Mentally Healthy	I have the knowledge, skills and awareness to monitor my mental health and to recognize the signs of stress, anxiety, depression or self-harm.
Resting and Relaxing	I routinely find enough time each week to rest, enjoy myself, and re-charge.
Reaching Out to Friends	I have good friends whom I would be comfortable reaching out to for support and help in dealing with a personal concern.
Connecting With Mentors	There is currently at least one older adult or professional in my life whom I would be comfortable talking to for advice about a personal concern or question.
Seeking Constructive Help	Seeking help for a personal problem is to me a positive and good thing to do, not a sign of weakness or a source of shame.

reflecting on personal development:

what is one behaviour from the charts above that you are currently demonstrating consistently that you would like to continue doing so?

what is another behaviour that you are currently not doing as well as you could be that you would like to change?

what is a further behaviour that you are not currently demonstrating in your life that you would like to try?



have you designed a program
for your academic learning?

are you making progress
with your academic goals?

do you want to do the work
needed to improve academically?

are you gaining the
qualifications you need?

academic development

While informal learning is important to the development of your whole person, there are considerable practical benefits to optimising your academic growth through engaging in formal study. It's essential that you understand how you can acquire knowledge, skills, dispositions, and learning habits for success through a process of academic development. You should do this through the choices you make for enrolment, progress and eventually qualification in an academic institution such as a school, college, or university.

In this step, we will cover:

- Academic Development Program
- Academic Development Progress
- Disposition Towards Study
- Academic Grades and Qualifications

Building Your Academic Program

Building your academic program is about how you manage your process of enrolment or entry into a course or program of study and how you design it to match your best understanding of what you enjoy and what you are good at doing. Use the chart below to reflect on your current progress in building your academic program.

Researching Career Paths	I actively research what is required for the professions and career paths that interest me.
Asking For Academic Advice	I have sought advice from many people I respect and trust in thinking about the focus of my educational planning.
Anticipating Change	I appreciate that my future career will take many twists and turns and that I will need to engage in lifelong learning to flourish and be successful.
Discovering Academic Options	I know how to research academic offerings that best build on my academic preparation and background, meet program requirements, and reflect my personal goals and ambitions for my education.
Broadening Own Education	As much as it is possible to do so, I will make sure that I create opportunities for courses that enrich me and provide for a broader education.

Establishing and Maintaining Your Academic Progress

Establishing and maintaining your academic progress is about how you set goals and create personal habits that will result in a routine that is more likely to help you to meet course requirements and achieve the results that you deserve.

Take some time now to read through the chart below and think about how you are establishing and maintaining your academic progress.

Setting Learning Goals	I set goals for my learning, progress and desired achievement in this course.
Understanding Course Outcomes	I take every effort to ensure that I understand what the outcomes for the course are, how I will be evaluated, and what skills I need to bring and develop to be successful.
Seeking Clarification	If I am uncertain, I will seek clarification from my teacher/instructor about how I can improve in order to achieve my goals.
Meeting Educational Responsibilities	I monitor how I am meeting my responsibilities as a student enrolled in the course, to ensure that I am keeping up and on a track for steady progress.
Connecting With Teachers	Whenever possible, I will get to know my teachers/instructors and be known and recognized, even though it is often difficult to achieve this.

Boosting Your Disposition Towards Study

Boosting your disposition towards study is about how you make specific choices about what you will and will not do to maintain a positive approach towards taking responsibility for your learning in your academic program.

Using the chart below, reflect on your current ability to boost your disposition towards study.

Building Study Habits	I have effective study habits that work for me, and I am constantly evaluating how well they help me succeed in my courses, making adjustments as necessary.
Relating Well With Classmates	I realize that I need others in my class to help me succeed and to learn well, and I take care to develop good relationships with my classmates.
Being Open-Minded With Learning	I bring the habits of open-mindedness, curiosity and wonder to my course courses.
Asking For Help From Teachers	When I have a problem or challenge, I will seek help from my teacher/instructor for guidance.
Broadening Own Perspective	I take full advantage of the opportunities to learn from different perspectives and to think deeply about the topics in my courses.

Understanding Academic Grades and Qualifications

Understanding academic grades and qualifications is about how you place what you are learning and achieving in your academic program within the context of what you will need to maximise your choices later in your life.

Take a moment now to read through the chart below and determine how well you understand academic grades and qualifications.

Recording Academic Qualifications	I keep a personal log or archive of my academic records and any qualifications gained over my learning career.
Researching Qualification Requirements	I research and understand the qualifications for various professions and careers, and monitor whether I am on track to acquire those qualifications.
Seeking Advice On Qualifications	I bring the habits of open-mindedness, curiosity and wonder to my course courses.
Reflecting On Growth Through Courses	I seek the advice of experts or professionals in the fields that interest me to ensure that my qualifications pathway is optimal and meets my needs.
Refining Learning Program	At the end of each course, I take stock of my experience and achievement, and reflect on how I have grown in knowledge and exercised competency and mastery.

reflecting on academic development:

what is one behaviour from the charts above that you are currently demonstrating consistently that you would like to continue doing so?

what is another behaviour that you are currently not doing as well as you could be that you would like to change?

what is a further behaviour that you are not currently demonstrating in your life that you would like to try?

step forward: learn

At the start of this Milestone, I asked you to think about growing your capacity to say the following statements with greater confidence:

- I practice curiosity and wisdom.
- I seek to “know myself”.
- I want to understand more about my values and beliefs, my personal growth and how to develop myself academically.
- I wrestle with the question: “Who am I?”
- I am discovering more about what I stand for, what drives what I do in my life, and the character, competencies and wellness that I will need to make a positive difference.
- I am creating a stronger sense of who I might become and how I might bring benefit to others.

SO ...

which of these makes the most sense to you right now? how might you grow even stronger in it?

which statement do you find most challenging? how might you overcome this challenge?

what's next in developing the competency to learn for you?



**“we all need the curiosity to
wonder and the wisdom to
step back and reflect.”**

live

In this fourth Milestone, we explore the question “Where do I fit in?”

“to live with meaning, you need to develop your purpose through growing in connection and relationship.”

The competency gained in answering the question “Where do I fit in?” is the competency to live. Living well helps you to understand and respect yourself and others, and the language, customs, honourable traditions, rituals, and values of the people and places from which you have come and to where you are going. Living, therefore, is the search for relationship that helps you to appreciate your people and your place with the humility and gratitude that helps you to meet the expectation to “earn your place”.

There are three steps for this milestone:

- Family and friends.
- Home life and finances.
- Relationship development.

By the end of the milestone you should be able to say the following with greater confidence:

- I practice gratitude and humility.
- I seek to “earn my place”.
- I want to understand more about my family and friends, my home life and finances, and how to develop my relationships.
- I wrestle with the question: “Where do I fit in?”
- I am discovering more about the language, customs, honourable traditions, and culture that help me to bring honour to my people and care for my place.
- I am creating a deeper understanding about the importance of fellowship with my family, friends, colleagues and community, and respect for my home.

are you grateful for your family?

are your friendship groups positive and constructive?

are you engaged in social activities and clubs that give you opportunities to grow, connect with and serve others?

are you broadening your life through sports and the arts?

family & friends

The fellowship of family and friends is the enduring way that human society creates shared connection and purpose. Answering the question “whose am I?” is the most immediate and powerful reason for people to become the best version of themselves. Building a network of people with whom they can be in close relationships with helps them to belong, to fulfil their potential, and to do what is good and right.

In this step, we will cover:

- Family Connections
- Friendship Groups
- Social Activities and Clubs
- Sports, The Arts and Other Activities

Building Healthy Family Connections that Last

Building healthy family connections that last is about how you come to know, appreciate and show lifelong gratitude for the positive and practical gifts that relationships with family can and do bring to them and to you.

Using the chart below, reflect on your current capacity to build healthy family connections that last.

Reaching Out to Family	I always reach out to family members to find out how they are doing, what they might need, and how I might help them.
Valuing Extended Family	I consider my extended family as rich in experience and wisdom that I can learn from.
Appreciating Family Support	I express my gratitude to my family for the care and support which has taken me to my current stage.
Considering Family Advice	I am respectful of and give thoughtful consideration to the advice of my family in shaping my educational and career journey.
Working Through Family Relationship Challenges	I don't run away from problems with close family members but instead try to find ways of repairing the relationship.

Establishing and Maintaining Constructive Friendship Groups

Establishing and maintaining constructive friendship groups is about how you go about identifying and caring for friends and acquaintances of good character who bring to your relationships the values, beliefs, and structure that create an environment of trust and reciprocity in which all might grow to fulfil their potential and to do what is good and right in their lives.

Reflect on the indicators and behaviours below to think through how you currently establish and maintain constructive friendship groups.

Discussing Life With Friends	I enjoy arguing with my friends about how best to live and what it means to flourish.
Establishing My Trusted Friend	I have at least one good friend whom I know would be there for me if I needed help of any sort.
Seeking Different Acquaintances	I go out of my way to be friendly with people who aren't "just like me" and who help me to see the world from different perspectives.
Making Friends	I find it easy to make new friends and to keep old ones.
Supporting Friends	I am someone my friends can count on if they need someone to talk to about a difficult personal issue.

Social Activities and Clubs

Balancing social activities and clubs is about how you select which groups of people you will join that will align with and support your lifestyle and your sense of belonging, the fulfilment of your potential, and your propensity to do that which is good and right.

Take some time now to reflect on the chart below and think through how you relate to social activities and clubs.

Keeping Social	I feel that social activities are good for my mental health and wellbeing.
Being A Responsible Member	When I am attending events or participating in club activities, I take responsibility for myself and show care for others.
Being A Well-Regarded Member	Others consider me to be positive member of any activity I join, and someone they could trust to bring good judgement to any situation.
Volunteering For Community Service	Each year, I volunteer for a service or community agency, project or initiative that makes a positive difference in the lives of others.
Encouraging Diverse Participation	I encourage a diverse range of people and friends to join in the activities which I enjoy and value.

Sports, The Arts and Other Activities

Improving your involvement in sports, the arts and other activities is about how you develop your recreational interests with other people in your life within the context of the time that is available to you and what you enjoy.

Use the chart below to reflect on your involvement in sports, the arts and other activities.

Committing To Activities	Each year, I make or renew a significant commitment to one or two teams, groups or activities.
Trying New Activities	I think it's fine to try out new sports or cultural activities to see if they interest me and would meet my needs.
Practising Activity Skills	As a member of a team or group, I take pride in practicing and developing my skills
Valuing Activity Friendships	I value greatly the friendships I make in my activities, and the personal network I build
Cheering Others' Success	I admire what others with different talents and passions do and take an interest in their success and achievement

reflecting on family & friends:

what is one behaviour from the charts above that you are currently demonstrating consistently that you would like to continue doing so?

what is another behaviour that you are currently not doing as well as you could be that you would like to change?

what is a further behaviour that you are not currently demonstrating in your life that you would like to try?



do you know how to create
the right home for you and those you care for?

do you have or are you aiming to find a job that
provides appropriately for you and aligns with
your sense of purpose?

do you know how to manage your money?

do you know how to organise
and optimise your time?

home life & finances

The way you build a sense of home has a great bearing on your capacity to pursue your goals. Your work in creating a safe, orderly, and reassuring environment around you is very important in giving you a secure base from which to operate geographically, socially, emotionally and financially. It's important to have a place where you belong, a place in which you might invest, and a place where your love and the love of those around you can reside and be nourished.

In this step, we will cover:

- Shared Accommodation
- Employment and Earning Capacity
- Finances and Personal Debt
- Calendar and Time Management

Building a Sense of Home For Yourself and Those With Whom You Live

Building a sense of "home" for yourself and those whom you live is about how you select a safe and potentially happy place in which you can establish the lifestyle, routines and physical appearance that will give you a sense of belonging.

Use this opportunity to look through the chart below and reflect on how you currently would build a sense of home.

Assessing Shared Accommodation	Before deciding to live with others in shared accommodation away from the family home, I would be careful to assess whether the arrangement would be right for my personality and goals.
Checking Legal Responsibilities Of Accommodation	I am aware of the legal rights and obligations when renting accommodation and always check that I am fully protected before agreeing to anything.
Checking Accommodation For Safety	In choosing an area or building to live in, my personal safety and wellbeing are prime considerations.
Being A Good Neighbour	I am considerate of my neighbours and strive to be a good member of the community in which I live.
Keeping House	I am a good housekeeper and take care that my living conditions are healthy and conducive to my studies.

Establishing and Maintaining Your Employment and Earning Capacity

Establishing and maintaining your employment and earning capacity is about how you go about qualifying for and finding meaningful employment that will support your chosen lifestyle in a way that is both morally and ethically in accordance with your values and beliefs.

Take some time to think through how you might establish and maintain your employment and earning capacity using the chart below.

Knowing What Matters	I reflect deeply on what matters most to me for my life.
Researching Income	I research and have a good sense of the income/salary profile and range of various jobs and professions that might interest me.
Planning For Student Debt	In my planning to acquire higher qualifications for my career or profession, I am aware of the student debt I will most likely incur along the way.
Consulting Financial Advisors	I seek the advice of experts and people I trust in making good choices about my future career in light of my personal and financial goals.
Anticipating Continuous Learning And Unlearning	I know that my career pathway will have many twists and turns, and that I will need to learn and unlearn continuously in order to achieve my personal and financial goals.

Managing Your Finances and Personal Debt

Managing your finances and personal debt is about how you make specific choices about what level of personal debt you will and will not take on to support the lifestyle that you might choose to lead.

Think through how you currently manage your finances and personal debt using the chart below.

Understanding Educational Costs	I thoroughly research what it’s going to cost to support my education, including tuition, school expenses and living costs.
Tracking Daily Expenses	I use apps or other methods to keep me informed about my expenses and income on a daily basis.
Establishing Savings Plan	I set aside enough money each month to put into a savings account, knowing that this can make a difference.
Controlling Expenses	I exercise good self-discipline in controlling my expenses, to ensure that I am in good financial shape.
Understanding Personal Credit	I know the consequences of not being able to pay my bills for my financial security and my credit rating.

Managing Your Calendar and Time Management

Managing your calendar and time management is about how you place what you are doing and achieving in your life within the context of the time that is available to you and your choices about how best to spend it.

You should look through the list of behaviours and indicators below to consider your current ability to manage your calendar and time.

Using a Daily Calendar	I keep and update a calendar, using it effectively to organise, schedule and meet my commitments.
Meting Daily Tasks And Long-Term Goals	I accomplish what I need to each day, ensuring that I meet important goals for my personal life and education.
Reviewing Weekly Schedule	At a regular time at the end each week, I review how things went during the previous week and what I should prioritise and accomplish in the week ahead.
Establishing Strong Personal Routines	I have good study and work habits and strive to improve them.
Exercising And Relaxing Daily	Each day I take time to relax or exercise.

reflecting on home life & finances

what is one behaviour from the charts above that you are currently demonstrating consistently that you would like to continue doing so?

what is another behaviour that you are currently not doing as well as you could be that you would like to change?

what is a further behaviour that you are not currently demonstrating in your life that you would like to try?



have you designed a program
for your academic learning?

are you making progress
with your academic goals?

do you want to do the work
needed to improve academically?

are you gaining the
qualifications you need?

academic development

Your relationality is how well you connect and work with others in your life. Human beings are meant to be relational – we are social creatures who thrive in community. The relationships we have around us are the most important way that we can enhance the value and quality of how we learn, live, lead and work. In thinking about how we build relationships with each other, it's important to be open in your outlook towards others and to show respect for both the common humanity of others and the differences in how different communities and cultures express this. You should look for the worth and dignity that lies in those around you and how we might contribute whole-heartedly together to the creation and curation of purpose-driven and high-functioning teams.

In this step, we will explore:

- Relational Skills
- Language Skills
- Cultural Fit and Understanding
- Perceived Belonging and Social Standing

Improving Your Relational Skills

Improving your relational skills is about how you develop your ability to listen with care and empathy to the voice of others and to seek out ways to find common ground, appreciate difference, resolve conflict, and achieve the satisfaction of mutual interests and concerns.

Look through the chart below and think about how your current behaviours are improving your relational skills.

Reflecting On Relationality	I reflect on my relational skills, becoming aware of what that I need to do get along and to be effective in my relationships with others.
Maintaining Trust	I strive to be trustworthy, responsible and collegial in my relationships with others.
Exercising Empathy	I am empathetic and know how to put other people at their ease.
Easing Tensions	When tensions or difficulties arise, I do my part to help diffuse the situation, resolve the conflict and get everyone back on track.
Seeking Relational Advice	I ask those whom I respect and admire what they consider to be the important relational skills for success.

Developing Your Language Skills

Developing your language skills is about how you deepen your understanding of how to communicate with other people using your own and other languages and associated customs.

Use the chart below to think through your current propensity to develop your language skills.

Planning Improved Language Skills	I have a plan to improve my language skills, being clear about how best to progress in my learning.
Gaining Second Language Fluency	I've set myself a high standard to become fluent in a second language over the course of my education.
Seeking Feedback On Language Skills	Even if I feel self-conscious at times, I do my best and am prepared to make mistakes in order to get good feedback as to how I can get better with my use of language.
Extending Second Language Skills	I use multiple means to develop my second language skills, including reading, social media, formal study, and my work and friend circles.
Practising Language Skills Daily	I work hard every day to improve my communication skills in my first and second language.

Cultural Fit and Understanding

Improving your cultural fit and understanding is about how you identify with and respond to the history, culture and honourable traditions of your social grouping while also connecting with and learning from those of other communities.

Use the chart below to think through how you currently relate to cultural fit and understanding.

Building Multicultural Awareness	I am interested in expanding my knowledge about the history, values, beliefs and behaviours of cultures and ethnic groups other than my own.
Valuing Diverse Work Environments	I appreciate that working effectively with individuals from diverse groups and with different viewpoints is a critical skill for my learning and work.
Interacting With Different Work Colleagues	I embrace opportunities to interact with others who are different from me, and I enjoy the experiences that come up.
Developing Intercultural Skills	Even when it feels difficult to continue, I persevere in developing my intercultural skills and perspective.
Evaluating Intercultural Skills	I am able to evaluate how well I am progressing in developing my intercultural skills and setting new goals for my development.

Building a Sense of Perceived Belonging and Social Standing

Building a sense of perceived belonging and social standing is about how you recognise that you are connected to, bring value to, gain from, and are valued by your network of family and friends for these contributions and the humanity you bring to others.

Take some time now to think through how you are building a sense of perceived belonging and social standing at present.

Aspiring To Contribute	I aspire to make a real contribution to the world around me.
Energising Self Through Purpose	I am motivated and invigorated by my sense of purpose and direction.
Energising Self Through Colleagues' Aspirations	I seek the company, acknowledgement and support of friends, classmates and others who want to accomplish great things.
Sourcing Inspiration Through Role Model Achievements	I am inspired by the example of role models and high achieving people in any field or interest who achieve their dreams and purpose.
Securing Mentors To Support Purpose and Direction	I have trusted people in my life who are there to help me discover my purpose and direction and find my voice.

reflecting on relationship development:

what is one behaviour from the charts above that you are currently demonstrating consistently that you would like to continue doing so?

what is another behaviour that you are currently not doing as well as you could be that you would like to change?

what is a further behaviour that you are not currently demonstrating in your life that you would like to try?

step forward: live

At the start of this Milestone, I asked you to think about growing your capacity to say the following statements with greater confidence:

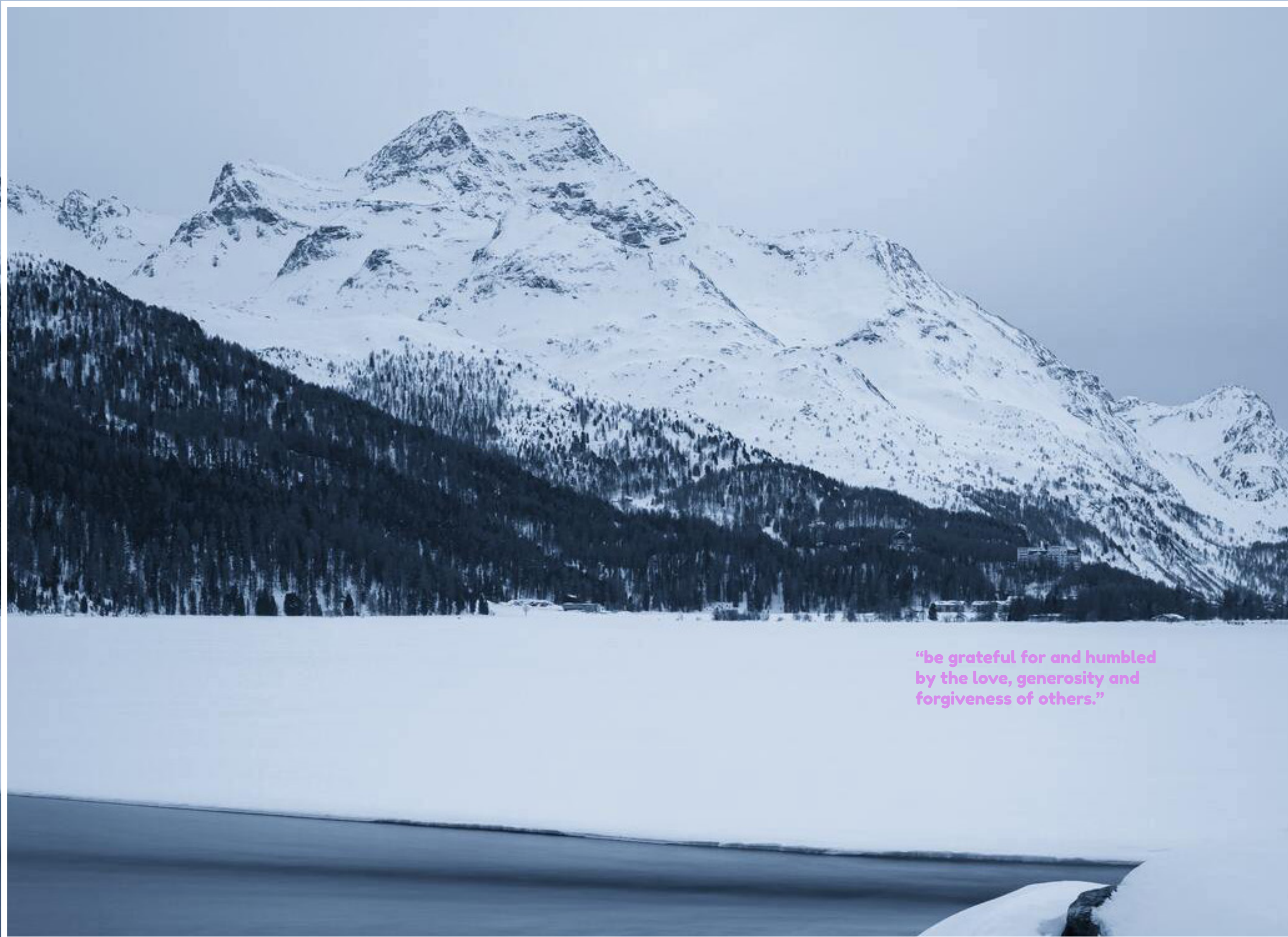
- I practice gratitude and humility.
- I seek to “earn my place”.
- I want to understand more about my family and friends, my home life and finances, and how to develop my relationships.
- I wrestle with the question: “Where do I fit in?”
- I am discovering more about the language, customs, honourable traditions, and culture that help me to bring honour to my people and care for my place.
- I am creating a deeper understanding about the importance of fellowship with my family, friends, colleagues and community, and respect for my home.

SO ...

which of these makes the most sense to you right now? how might you grow even stronger in it?

which statement do you find most challenging? how might you overcome this challenge?

what's next in developing the competency to live for you?



**“be grateful for and humbled
by the love, generosity and
forgiveness of others.”**

Lead

In this fifth Milestone, we explore the question “How can I best serve others?”

“to lead with genuine impact, you need to develop your purpose through growing in service and contribution.”

The competency gained from answering the question “How can I best serve others?” is the competency to lead. Leading well begins with who you are, flows into who you want to become and is demonstrated through deliberate, targeted, and intentional action that aligns vision with intention and means to direct, motivate, influence, and inspire others to achieve willingly a preferred future for all. Leading, therefore, is about the challenge of service that helps you to locate your practice with the courage and compassion necessary to meet the expectation to “go on a journey from me to you to us”.

There are three steps for this milestone:

- Service and volunteering.
- Formal leadership.
- Leadership development.

By the end of the milestone you should be able to say the following with greater confidence:

- I practice courage and compassion.
- I seek to “go on a journey from me to you to us”.
- I want to understand more about service and volunteering, formal leadership experience, and how to develop my leadership.
- I wrestle with the question: “How can I best serve others?”
- I am discovering more about how to direct, motivate, influence, and inspire others to achieve willingly a preferred future for us all.
- I am creating a clearer picture of a shared vision for our future, and deliberate and intentional ways for us to get there together.

do you offer and give support to your family regularly?

do you set the right example and help your friends?

do you volunteer your service in your social clubs and activities?

do you lead in your sporting, artistic and other pursuits?

service & volunteering

Service is how we can give of ourselves to others through tangible actions that show how “us” transcends “me”. Service comes from a desire to connect with, support, and help others to succeed that goes beyond the simple exchange of self-interest and transactions to transforming the lives of others through the habit of kindness, the instinct to serve, and the will to give.

In this step, we will cover:

- Service to Family
- Service in Friendship Groups
- Service in Social Activities and Clubs
- Service in Sport, The Arts and Other Activities

Building Healthy Habits of Service to Your Family

Building healthy habits of service to your family is about how you respond to the kinship of your family by acting on a disposition to be of help to them and offering your time, energy and commitment to their progress and wellness. Take this opportunity now to read through the chart below and think about how you currently build healthy habits of service to your family.

Supporting Family	I reach out to other family members, to find out how they are doing, what they might need, and how I might help them.
Easing Family Tensions	I help others in my extended family to get along and gain some perspective on things when there is conflict or tension.
Balancing Family Expectations	I strike what is for me the right balance between my obligation and service to my family and my own ambition and goals.
Valuing Family Sense of Mission	I think a family should have a shared mission and sense of purpose.
Contributing To Family Service Project	I would contribute my time and leadership to a service or volunteer project that my family would sponsor and run.

Establishing Constructive Service in Friendship Groups

Establishing constructive service in friendship groups is about how you go about serving your friends and acquaintances through the example you set and the positive and active leadership you provide in the right context.

Use the chart below, thinking through the indicators, to reflect on how you currently establish constructive service in friendship groups.

Providing Support To Friends	My friends can count on me to offer support, and to watch out for everyone’s safety and wellbeing.
Including Newcomers In Friendship Group	My friends and I will invite newcomers or outsiders to join in our activities.
Using Social Media Positively	I use social media in a way that does not demean, harm or isolate others and will stand up if I see that happening.
Volunteering With Friends	My friends and I often volunteer together to support an activity or project that helps others.
Maintaining Diverse Friendship Group	My friendship group is diverse.

Providing Service in Social Activities and Clubs

Providing service in social activities and clubs is about how you manage volunteering your time and other resources to support the ongoing viability and communities of the social activities and clubs to which you belong.

You now should look through the chart below and think about how you are currently providing service in social clubs and activities.

Participating in School / Community Service Projects	I am currently involved in service projects or initiatives through my school or community agencies.
Following Significant Philanthropists	I admire and follow those philanthropists who identify a big problem or challenge and leverage significant change and betterment.
Supporting Club / Activity Administration	I have helped manage and run an activity or club in the recent past.
Supporting Club / Activity Inclusivity	When I am involved in a social or club activity, I try to make sure that it is inclusive and respectful of everyone.
Volunteering Willingly	I am a willing and helpful volunteer when I hear the call to contribute to make something successful.

Contributing Service in Sports, The Arts and Other Activities

Contributing service in sports, the arts and other activities is about how you contribute service and leadership to your significant pastimes within the context of the time that is available to you and what you enjoy.

Take some time now to reflect upon how you are currently contributing service in sports, the arts and other activities.

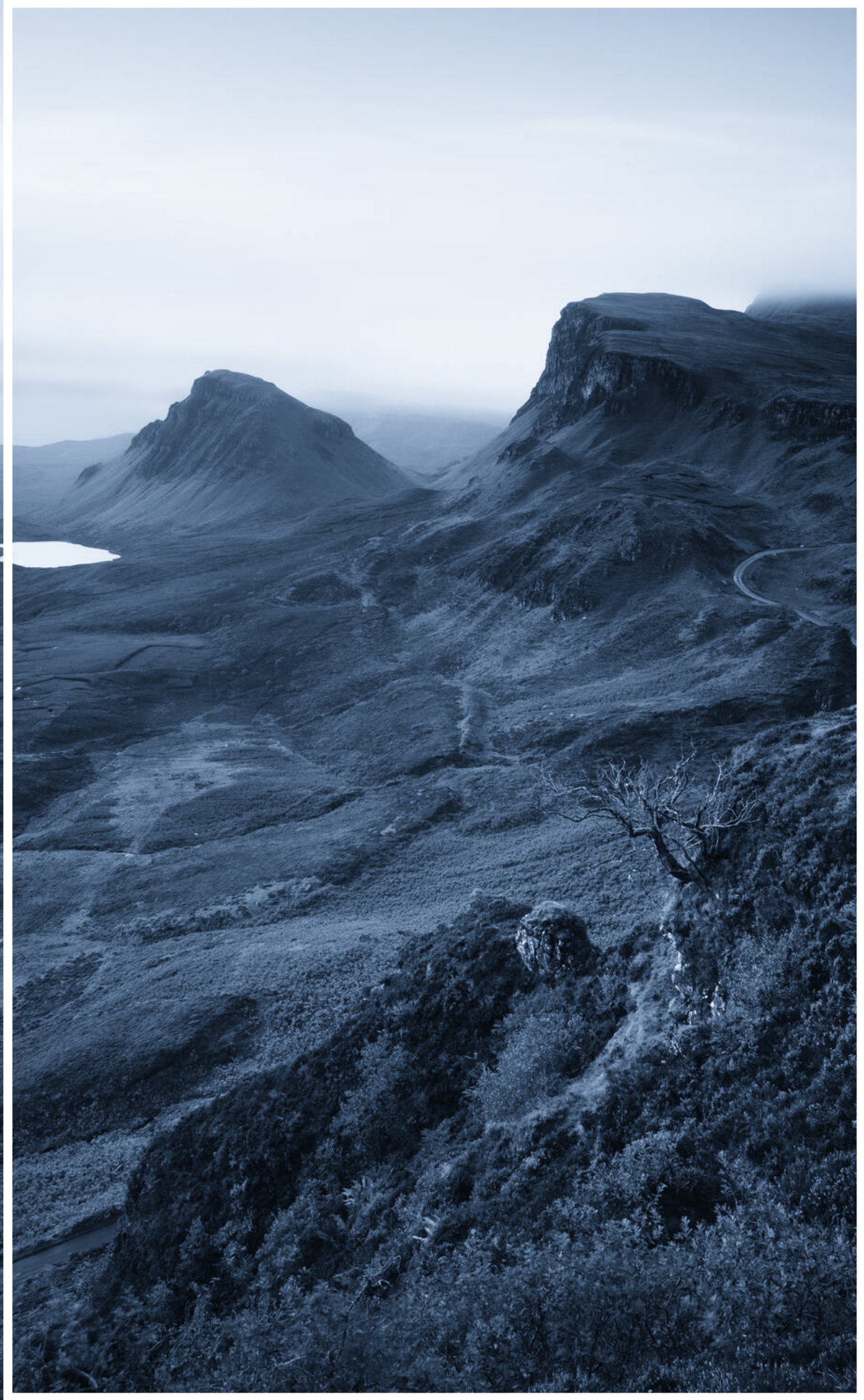
Identifying Barriers To Group Cohesion	If team or group cohesion is not going well, I will help name the problem and address it.
Helping Struggling Team Members	I reach out to a teammate or member of an activity who seems to be struggling.
Speaking Up For Others	I am always prepared to speak up if I think someone is being demeaned or harassed.
Valuing Team Ethos	The values and ethos of the team or activity is just as important to me as its success.
Valuing Team Service Initiatives	I believe that every team should have a service initiative or project attached to it.

reflecting on service and volunteering:

what is one behaviour from the charts above that you are currently demonstrating consistently that you would like to continue doing so?

what is another behaviour that you are currently not doing as well as you could be that you would like to change?

what is a further behaviour that you are not currently demonstrating in your life that you would like to try?



how well do you reflect on and plan
for improvement in your leadership?

do you provide leadership
through your community?

are you a leader
in your educational setting?

how are you contributing to the
leadership of your work context?

formal leadership

Leadership is the art of directing, motivating, influencing, and inspiring people so that they work together willingly to achieve the goals of the team or the broader organisation. We can also show leadership qualities by supporting the formal leadership of others and by doing what we do as well as we can as a service for others. We should all seek to take opportunities that are presented to us in our lives to exhibit leadership in formal positions infused with authority to work with others, make decisions and take action to build a future for the benefit of all – for people and place and planet.

In this step, we will cover:

- **Formal Leadership Planning and Reflection**
- **Formal Leadership in Community Context**
- **Formal Leadership in an Educational Context**
- **Formal Leadership in a Work Context**

Improving Your Formal Leadership Planning and Reflection Habits

Improving your formal leadership planning and reflection habits is about how you take the opportunity to reflect on your capacity to evaluate your leadership and the potential for your growth through different leadership experiences. Take some time now to read through the chart below and think about your current formal leadership planning and reflection habits.

Planning Formal Leadership Development	I have a clear but flexible plan for my formal leadership development that spans my responsibilities and aspirations across a variety of settings.
Reflecting On Own Leadership Quality	I reflect constantly on the quality of my work as a leader, using a variety of sources of feedback and information to help me get better.
Establishing Reliable Leadership Track Record	A track record for commitment, reliability, initiative and self-discipline is fundamental to my reputation in all the settings in which I contribute and lead.
Aligning Leadership To Purpose	I take a holistic and integrated perspective on my leadership in many settings, centred by my sense of purpose, integrity and the values that matter most to me.
Developing Leadership Competencies	In my leadership development planning, my first goal is to ensure that I am developing my perspective and competencies as a contemporary leader.

Experiencing Leadership in a Community Context

Experiencing leadership in a community context is about how you go about serving your friends and acquaintances in the broader community through the formal leadership you provide to them in different organisations and groups.

You should now look through the chart below and think about how you currently engage with leadership in a community context.

Being Informed About Volunteering Opportunities	I keep myself informed about formal opportunities for volunteer leadership positions in organisations and agencies that have a service or advocacy purpose.
Taking Responsibility For Thriving Communities	I believe that all of us have a responsibility to help our communities flourish and all citizens to thrive.
Aspiring To Formal Leadership	I aspire in time to hold formal leadership roles in organisations that help others and improve the community.
Contributing To Community Activities	I engage in a variety of community activities as opportunities to make a contribution, to learn about service and community building, and to develop my leadership skills.
Committing To Innovation Projects	I would like to contribute my time, knowledge and skills to the creation of innovative and enterprising solutions in the community and service sector.

Experiencing Leadership in an Educational Context

Experiencing leadership in an educational context is about how you manage taking up formal leadership opportunities while undergoing formal education and balancing the different responsibilities that arise from both.

Using the chart below, reflect on how you currently engage with leadership in an educational context.

Being Informed About Leadership Opportunities	I keep myself informed and interested in formal opportunities for leadership positions at my current school, university or program.
Seeking Advice About Leadership From Leaders	I find opportunities to interact with senior leaders, instructors and administrators in relation to my personal leadership developmental plan and goals.
Showing Initiative	In any role I take on, I show commitment and initiative, and make a significant contribution.
Setting And Reflecting On Activity Goals	Small or large, I set some personal goals for the activity, and reflect on what I have learned and grown in when the activity concludes.
Taking Stewardship In Learning Communities	I feel an obligation to be a responsible steward of the learning communities and institutions with which I am associated.

Experiencing Leadership in a Work Context

Experiencing leadership in a work context is about how you go about providing service and leadership to my employer, colleagues and associates within an employment setting.

Take a moment now to read through the chart below and think about how your behaviours currently align with experiencing leadership in a work context.

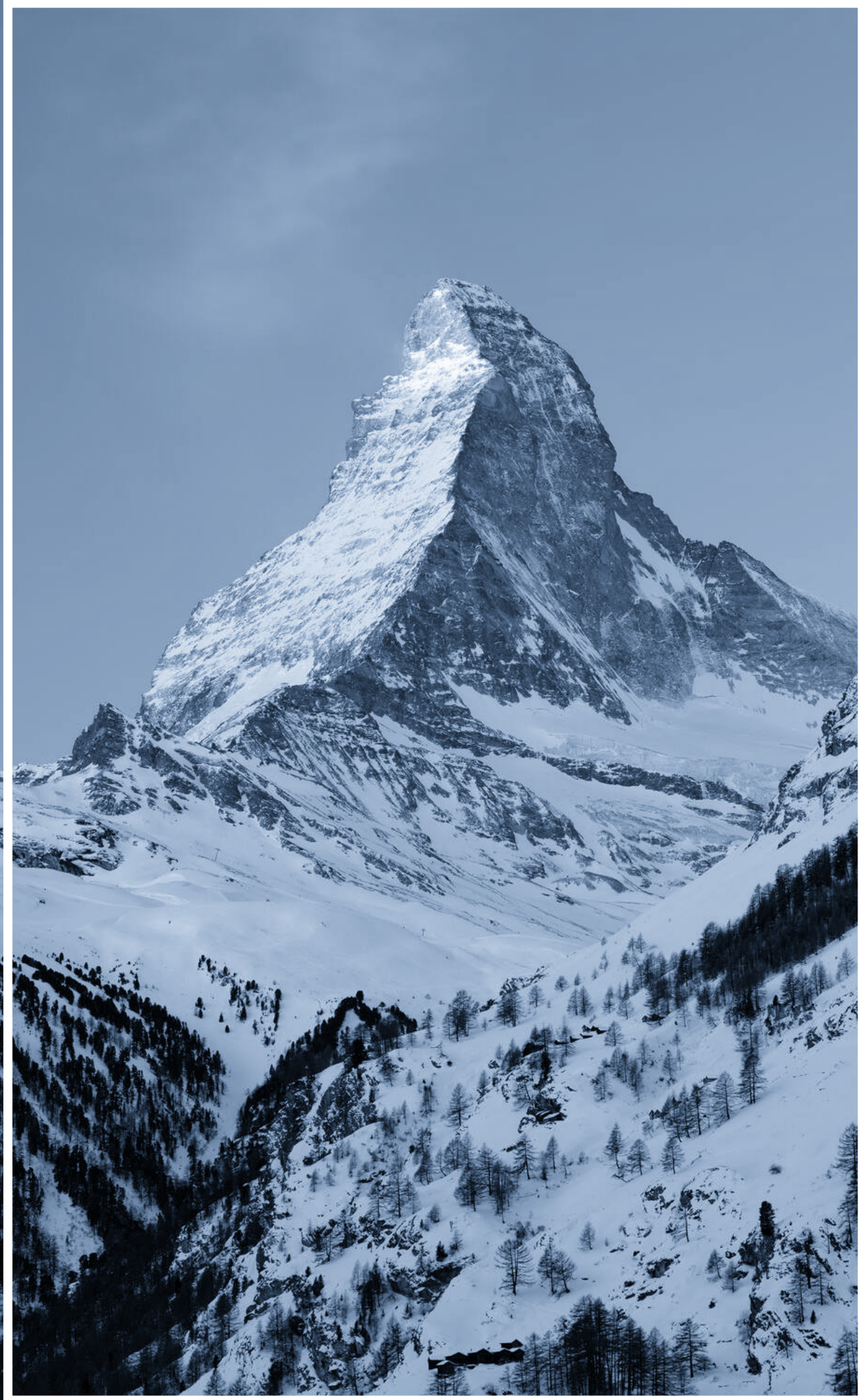
Being Informed About Work Opportunities	I keep myself informed and interested in internships, contracts and salaried positions that afford me opportunities to further develop my knowledge and skills as a leader, to apply these fully to the benefit of others, and to be impactful.
Discussing Own Leadership Skills With Supervisors	Discussing opportunities to test and develop my leadership skills is an important topic in my meetings with my supervisors or directors.
Seeking Guidance Of Mentors	Whether I am employed by an organisation or self-employed, I seek the guidance of a special personal mentor or coach who can help me reflect on my leadership skills and work on improvement.
Leading For Innovation	I strive to take on roles where I can use my skills in problem-solving and creative thinking in leading others to generate innovative products, services and solutions.
Modelling Adaptive Expertise and Self-Efficacy	I strive to model resilience, self-efficacy and a growth mindset for others and to nurture these in the culture of the organisation itself.

reflecting on formal leadership:

what is one behaviour from the charts above that you are currently demonstrating consistently that you would like to continue doing so?

what is another behaviour that you are currently not doing as well as you could be that you would like to change?

what is a further behaviour that you are not currently demonstrating in your life that you would like to try?



do you have a program to
build your leadership capacity?

are you making progress
with your leadership growth?

do you want to lead?

how qualified are you to lead?

leadership development

Leadership development is a learning process by which each of us can build the character, competency and wellness to take responsibility for our community. We need to understand that this is best done as a deliberate and intentional process – accidental leadership can occur but is a poor primary means of exercising leadership. We need to seek to accept a call to leadership that is a commitment to a lifetime of studying how best to create teams that achieve better outcomes for all in a number of different formal and informal contexts.

In this step, we will cover:

- Leadership Development Program
- Leadership Development Progress
- Disposition for Leadership
- Leadership Grades and Qualifications

Building Your Leadership Development Program

Building your leadership development program is about how you manage your process of enrolment or entry into a program of leadership development and how you design it to match your best understanding about what you enjoy and what you are good at doing.

Using the chart below, think through how you currently are building your leadership development program.

Including Leadership Development Within Your Educational Planning

My leadership development is an important component in my educational planning and progress.

Researching Leadership Development

I research and identify courses and programs offered at my school and by agencies or associations in planning for my personal leadership development.

Seeking Leadership Development Advice

I seek advice from others in planning my personal leadership development program.

Broadening Your Leadership Learning

I look for opportunities to broaden my understanding of leadership through a diverse range of subjects and disciplines.

Connecting Leadership Learning Theory and Practice

I build connections between the leadership courses and programs I undertake and my practical leadership experiences.

Maintaining Your Leadership Development Progress

Maintaining your leadership development progress is about how you set goals and create personal habits that will result in a routine that is more likely to help you to meet program requirements and achieve the results that you deserve.

Take some time now to reflect upon your leadership development progress and how you are currently maintaining it.

Setting Leadership Development Goals	Each year I set goals for my progress in developing leadership skills.
Meeting With Leadership Development Mentor	It is important that I meet at least once annually with a mentor to review my progress in my leadership development plan.
Meeting With Leadership Development Teachers	I take advantage of opportunities to meet with my teachers and instructors to talk about my goals for and interest in my leadership development.
Refining Leadership Development Planning	I modify and adjust my personal leadership development plan to take into account my progress to date.
Staying Up To Date With Thought Leadership	I keep up with the best and most innovative thinking on the purpose, practice and competencies of contemporary leadership, and hone my leadership development plans accordingly.

Boosting Your Disposition Towards Leadership

Boosting your disposition towards leadership is about how you make specific choices about what you will and will not do to maintain a positive approach towards taking responsibility for your learning in your leadership development program.

Use this opportunity to think about how you are currently working to boost your disposition towards leadership.

Believing In Potential For Developing Leadership Competency	I believe that leadership is not something innate but rather a competency that can be learned over time.
Becoming Expert In Leadership	I am strongly motivated to becoming a leader who has a wide array of relevant knowledge, skills and dispositions.
Becoming Passionate About Servant Leadership	I am passionate about becoming a servant leader who helps others to thrive and contribute their best effort to the work at hand.
Taking Time To Deepen Sense Of Purpose	I find and value the time to reflect on and deepen my sense of purpose at the heart of my leadership.
Learning From Others' Approaches To Leadership	I take full advantage of the opportunities to reflect on and learn from the different leadership perspectives and styles I observe and witness around me.

Attaining Leadership Qualifications

Attaining leadership qualifications is about how you place what you are learning and achieving in your leadership development program within the context of what you will need to maximise your choices later in your life.

Think now about how you are currently attaining leadership qualifications and how closely that aligns with the indicators and behaviours below.

Recording Leadership Qualifications and Experiences	I keep an ongoing log of my academic credits, qualifications and experiences in my leadership development.
Acquiring Recommendations, References and Referees	I routinely seek out my instructors, employers, directors and coaches for letters of recommendation and support for my leadership development portfolio.
Optimising Leadership Development Planning Through Advice	I seek the advice of experts or professionals to ensure that my success in achieving my leadership development plan is optimal and beneficial.
Reflecting On Development of Leadership Adaptive Expertise	I reflect on how I have grown in knowledge and mastery in developing my leadership competency.
Articulating My Leadership Journey Narrative	I can articulate and communicate my journey as a leader, using my personal log and portfolio to document and enrich my story.

reflecting on leadership development:

what is one behaviour from the charts above that you are currently demonstrating consistently that you would like to continue doing so?

what is another behaviour that you are currently not doing as well as you could be that you would like to change?

what is a further behaviour that you are not currently demonstrating in your life that you would like to try?

step forward: lead

At the start of this Milestone, I asked you to think about growing your capacity to say the following statements with greater confidence:


- I practice courage and compassion.
- I seek to “go on a journey from me to you to us”.
- I want to understand more about service and volunteering, formal leadership experience, and how to develop my leadership.
- I wrestle with the question: “How can I best serve others?”
- I am discovering more about how to direct, motivate, influence, and inspire others to achieve willingly a preferred future for us all.
- I am creating a clearer picture of a shared vision for our future, and deliberate and intentional ways for us to get there together.

SO ...

which of these makes the most sense to you right now? how might you grow even stronger in it?

which statement do you find most challenging? how might you overcome this challenge?

what's next in developing the competency to lead for you?

A monochromatic landscape photograph. In the foreground, there are sand dunes with clumps of grass. A path or ridge runs diagonally across the dunes. In the middle ground, there is a calm body of water, possibly a bay or a large lake. A small, dark, rocky island or peninsula is visible in the water. In the background, there are several large, rounded mountains or hills under a cloudy sky. The overall tone is serene and contemplative.

“lead with the compassion to serve others with a whole heart and the courage to take the big step forward and up.”

work

In this sixth Milestone, we explore the question “Whose am I?”

“to work towards a lifetime of progress and success, you need to develop your sense of purpose through growing in vocation and enterprise.

The competency gained from answering the question “Whose am I?” is the competency to work. Working well is about building around you a supportive network of people for and with whom your sense of belonging, the achievement of your potential, and the propensity to do that which is good and right in your life – your character – might find a meaningful home. Working, therefore, is about the discovery of commitment that helps you to connect your purpose, your people and your place within your practice through the vocation and diligence required to meet the expectation to “find your calling”.

There are three steps for this milestone:

- Planning.
- Social purpose.
- Career development.

By the end of the milestone you should be able to say the following with greater confidence:

- I practice commitment and diligence.
- I seek to “find my calling”.
- I want to understand more about planning, social purpose and my career development.
- I wrestle with the question: “Whose am I?”
- I am discovering more about what might be a purpose for my efforts, my contributions, and my resources that goes well beyond myself.
- I am creating a network of people around me who help each other feel as though they belong and can fulfil their potential while they do what is good and right in the world.

do you set goals for yourself?

do you take responsibility for your life and follow through with your commitments?

can you manage a project well?

how effective are you at evaluating yourself and your performance?

planning

The real source of our ability to map out the pathway ahead can be found in our character, the quality of the judgments we make, and the depth of the relationships that sustain us on our journey. We need to create plans that bring about the desired future by making aspirations real and giving substance to goals. The success of such a planning process depends on how well we are grounded in our own capacity and our ability to connect ourselves to the team and community around us.

In this step, we will cover:

- Goal-Setting
- Self-Regulation
- Project Management
- Evaluation and Assessment Skills

Developing Your Propensity Towards Goal-Setting

Developing your propensity towards goal-setting is about how you create meaningful plans to define what you want to achieve in your life.

Using the chart below, think through your current propensity towards goal-setting and how you could be strengthening it.

Valuing Practise and Development of Competencies

I know that I need to practise and develop core contemporary competencies in order to thrive along my career journey.

Researching Sources For Career Insight

I know where and how to research sources that gives me knowledge about and insight into the career areas that interest me.

Connecting to Others For Career Advice

I know how to find and to connect to those who can help me evaluate and make good decisions about my career interests, pathway and goals.

Thinking Flexibly About Careers

In my career planning, I avoid rigid thinking, knowing that I may need to adjust and adapt to changing circumstances and opportunities.

Using Purpose To Inform Career

My thinking and planning are grounded in my sense of purpose that informs the numerous choices that will comprise my career journey.

Identifying and Understanding the Consistency of Your Self-Regulation

Identifying and understanding the consistency of your self-regulation is about how well you take responsibility for and follow through with organising yourself and your life.

Take a moment to look at the chart below and think about the consistency of your self-regulation.

Framing Setbacks As Positive Opportunities	I have the resiliency to overcome setbacks and to frame mistakes as opportunities to learn better.
Developing Self-Efficacy	I am developing my sense of efficacy as I develop my goals, pursue my ambitions, and learn how to adapt to change and uncertainty.
Managing Time Effectively	I have good time management and work habits and continue to refine and improve these to meet new expectations, standards and challenges that I will encounter.
Deferring Gratification	I am prepared to make sacrifices today in order to gain success and achieve my career goals.
Demonstrating Emotional Restraint In Adversity	I control my reactions to difficulties, tensions and disagreement with others and find ways to strengthen productive collaboration.

Improving Your Skills in Project Management

Improving your skills in project management is about how you make specific choices to construct plans and achieve your goals in a timely and resource-effective fashion.

Use this opportunity to consider your skills in project management and what you are doing to improve them using the chart below.

Relating To Organisational Vision and Mission	I am able to relate the mission and vision of the organization to the work at hand and help those around me understand and be energised by the connection.
Being Open-Minded With Projects	I bring open-mindedness and the ability to adapt to new information, uncertainty and change to current and future projects.
Moving Around Obstacles	I help my team or group resolve issues that get in the way of progress, tap into everyone's knowledge and idea, and achieve the desired goals.
Creating Data Solutions	I am good at designing systems and pathways for information gathering, decision-making, implementation and evaluation.
Enhancing Team Decision Making	I help the team drive towards the most creative and innovative decisions, solutions and results.

Developing Evaluation and Assessment Skills

Developing evaluation and assessment skills is about how you use both evidence and intuition to make sound judgments about the degree of success you are having in accomplishing your plans.

Think now about your current evaluation and assessment skills and how you can develop them, referencing the chart below.

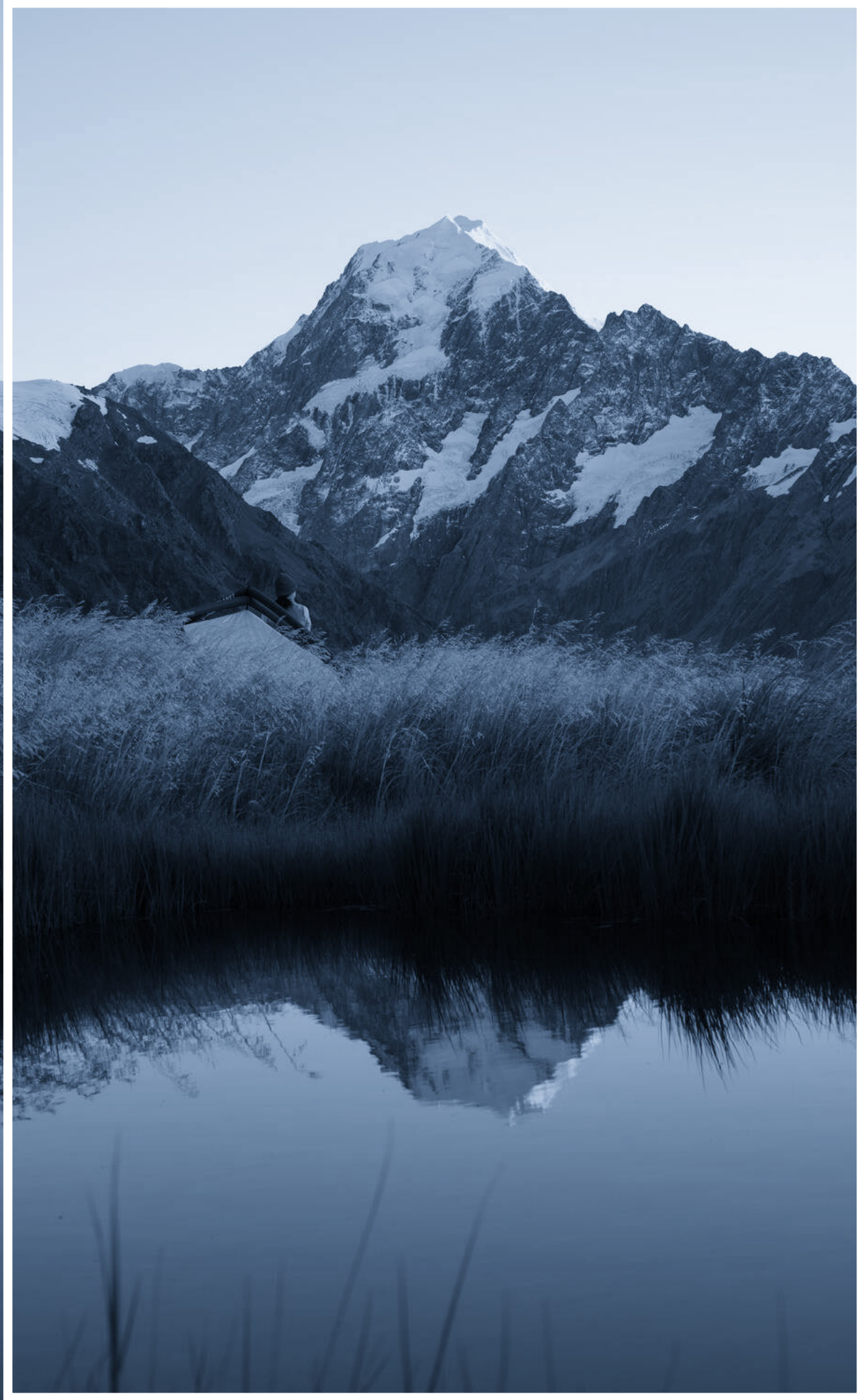
Reflecting On Goal-Setting Process	I am constantly reflecting on my goal-setting processes to ensure that I am on the right path and using the right tools to get there.
Evaluating Situations	I bring good evaluative reasoning to decisions and actions, assessing whether conclusions and judgments are evidence-informed, soundly determined and appropriate to the circumstances.
Assessing Own Skills	I am good at assessing my personal and interpersonal skills, finding out what I need to learn and to be better in my work and career development.
Transferring Skills	I identify and work on the transferrable skills that would enhance my position and help me expand my repertoire of competencies for my career development.
Welcoming Feedback	I bravely welcome feedback of various sorts in order to improve my performance.

reflecting on planning:

what is one behaviour from the charts above that you are currently demonstrating consistently that you would like to continue doing so?

what is another behaviour that you are currently not doing as well as you could be that you would like to change?

what is a further behaviour that you are not currently demonstrating in your life that you would like to try?



have you earned a good reputation and a way of reinforcing it through a personal brand?

can you connect your purpose with your people and your place, and realise it through your practice?

do you build your social standing honourably?

are you having the right impact on your people and place and planet?

social purpose

Each of us needs a purpose in life that is higher than ourselves: how we might give of ourselves for the benefit of others. Social purpose exists in relationship to those around us because it gives us the ability to craft and realise over time an honourable rationale for development of the civic character of belonging, the performance character of fulfilling our potential, and the moral character of doing what is good and right. Having a social purpose must become the fundamental reason we all have for the way we live our lives.

In this step, we will cover:

- Personal Branding
- Purpose, Place, People, Practice
- Social Recognition
- Social Impact

Adopting an Ethical Approach Towards Personal Branding

Adopting an ethical approach towards personal branding is about how you can build a reputation for doing what is good and right according to your core beliefs and moral code.

Take this opportunity to refer to the chart below and think about your current approach towards personal branding.

Living Out Values Through Work	Integrity and the values I uphold are core to my person and career.
Producing High Quality	I set a high standard for the quality and professionalism of my work
Making Good Decisions	I am a good decision-maker who uses information wisely, consults effectively and thinks creatively.
Communicating Clearly and Effectively	I communicate clearly and effectively and am able to explain complex issues and solutions.
Leading as a Servant	I am a servant leader and community-builder.

Identifying and Understanding Your Purpose, People, Place and Practice

Identifying and understanding your purpose, people, place and practice is about how you align your way of life with your values to create vocation.

Take some time now to think about the behaviours and indicators below and consider your understanding of your purpose, people, place and practice.

Establishing Personal Purpose	I can explain my Purpose and show how it is aligned with the mission of the organisation in which I work and lead.
Connecting Purpose To Place	My Purpose responds to the Place where I work and lead – the culture, ethos, relationships and ways by which results achieved.
Linking People To Purpose	My Purpose is in service of the progress and wellness of the People with whom I work and lead.
Guiding Practice With Purpose	My Purpose guides my Practice – how I act, manage and lead to meet my responsibilities and to ensure that the organisation achieves its goals and results.
Strengthening Personal Purpose	I refine, deepen and strengthen my Purpose over the course of my career journey.

Gaining Appropriate Social Recognition

Gaining appropriate social recognition is about how you make specific choices that will build your standing in your community in an honourable fashion.

Take some time to now think about your current relationship to gaining social recognition.

Establishing Personal Integrity	My integrity and values are held in high regard.
Contributing to Organisational Reputation	The reputation of the team, group or organisation and regard for its achievements are most important to me.
Maintaining High Standards	I would like to be remembered as someone who held himself to the highest standard for the quality of his work and contribution.
Relating to Others Respectfully	I would like to be remembered as someone who exercised and modeled respectful interpersonal relationships.
Living a Worthwhile Life	Others would judge the arc of my career journey as worthy, accomplished and impactful.

Locating Vocation Through Your Social Impact

Locating vocation through your social impact is about how you set and achieve goals that will bring benefit to the lives of others in accordance with your sense of social purpose.

Use the chart below to reflect on how well you currently locate vocation through your social impact.

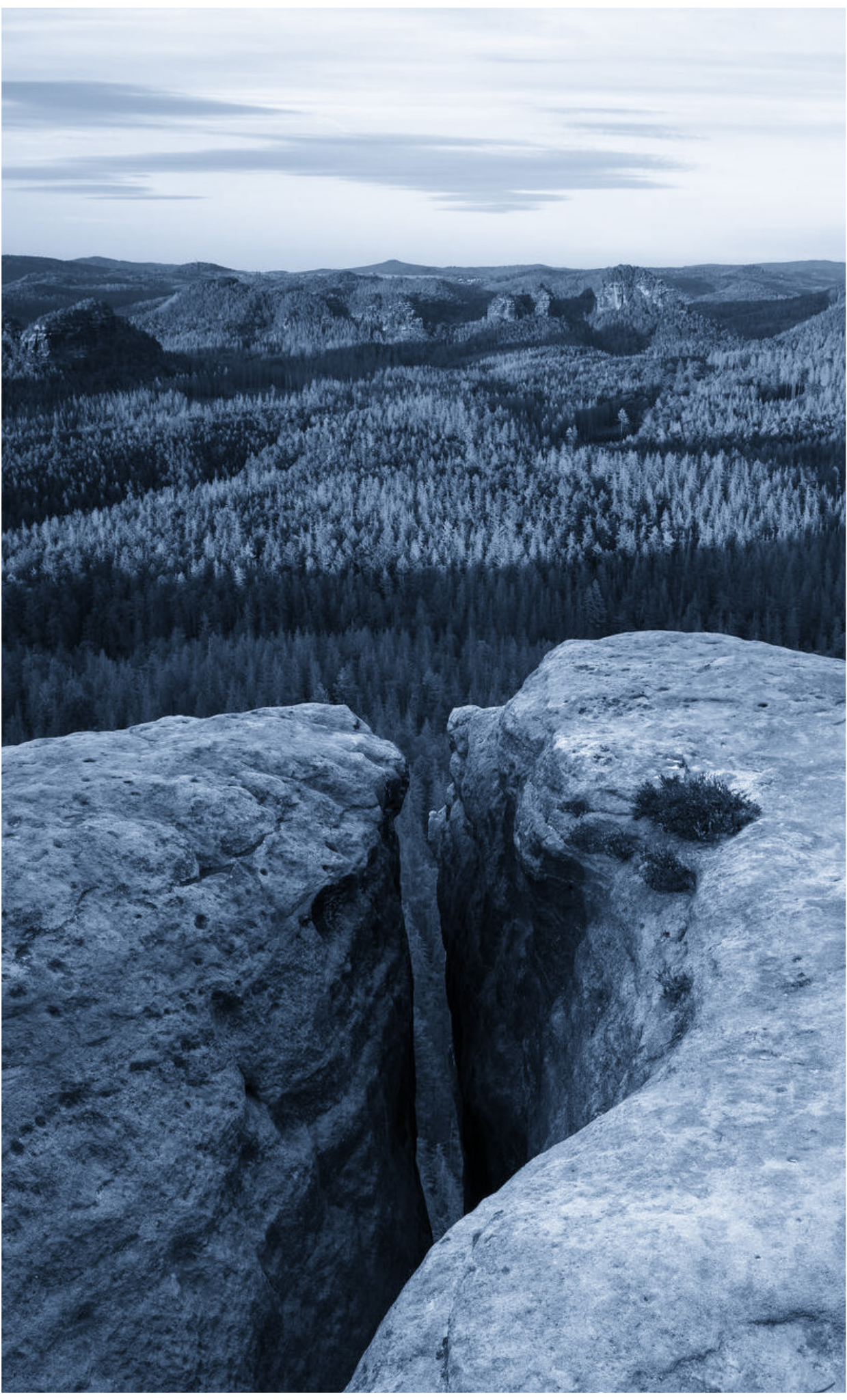
Prompting Sound Solutions	My work and leadership motivate others to tackle challenges and come up with sound decisions and innovative solutions.
Bringing Benefits to Others	My career benefits those with whom I work and also the wider community.
Supporting Organisational Mission	My personal sense of purpose supports the mission of the organisations with which I am associated.
Dedicating Self to Service	I put my talents, knowledge and skills at the service of others.
Supporting Diversity and Inclusion	My work and career advance diversity and inclusion in my organisation and community.

reflecting on social purpose

what is one behaviour from the charts above that you are currently demonstrating consistently that you would like to continue doing so?

what is another behaviour that you are currently not doing as well as you could be that you would like to change?

what is a further behaviour that you are not currently demonstrating in your life that you would like to try?



- do you have a program to develop your career?
- are you making progress with your career development?
- do you have a sense of your vocation and a commitment to making it happen?
- have you built a solid profile of work experience and internships?

career development

The jobs, experience, and learning of your career development can all help you to develop the character and competencies you need to thrive in our world. How you assemble the scope and sequence of what you do and the opportunities that are presented is all part of the process. It's essential to bring meaning to the work you do by preparing and connecting the steps you take into a coherent narrative that aligns with who you are now and who you are becoming.

In this step, we will cover:

- Career Development Program
- Career Development Progress
- Disposition Towards Career
- Work Experience and Internships

Building Your Career Development Program

Building your career development program is about how you manage your process of enrolment or entry into a specific program of career development and how you design it to match your best understanding of what you enjoy and what you are good at doing.

Use the chart below to think through how you're currently building your career development program.

Researching Career and Education Pathways	I know how to research and investigate options and possibilities for my desired career pathway and for the design for my educational and career development.
Using Professional Services Support	I know how make use of professional career services in designing my educational and career pathway.
Meeting Qualification Requirements	My course and program choices ensure that I will accumulate appropriate qualifications.
Pursuing Personal Interests	My course and program choices make it possible for me to pursue other personally compelling interests that will deepen my sense of purpose and my career objectives.
Linking Courses to Competencies	I map out how my choices of courses, programs and activities build my acquisition of contemporary competencies.

Establishing and Maintaining Your Career Development Progress

Establishing and maintaining your career development progress is about how you set and achieve goals in your career so you can grow in your character, competencies and wellness, while also attending to the practical requirements for looking after yourself and those who share your life.

Take some time now to think about how well you are establishing and maintaining your career development progress.

Reflecting On Career Growth	I begin each year by reflecting on my career development strategy and determine my specific goals for the upcoming year.
Building Career Narrative	I reflect on and share the “narrative” of my career development journey, including my sense of purpose, ambition, current strategies, choices and decision points.
Cultivating Personal Network	I cultivate a personal network with people accomplished in the career fields that interest me, in order to make better decisions about the educational and career choices in front of me.
Recording Career Qualifications and Experiences	I keep a record the qualifications, accreditations and other valuable information that forms a record of my career development program.
Reviewing Career Development	I periodically review all aspects of my career pathway, including my academic program requirements, my growth in contemporary competencies and my ways to gain hands-on work and leadership experiences.

Boosting Your Disposition Towards Career

Boosting your disposition towards career is about how you make specific choices about what you will and will not do to build a career that enables you to attain a sense of belonging, achieve your potential and do what is good and right within the fields of your choice.

Use this opportunity to reflect on your disposition towards career and how you can boost it, referring to the chart below.

Aligning Career to Purpose	I seek to develop a career journey that I find fulfilling and that affirms my sense of purpose.
Working Through Change	I know that I may well change my “career” many times, and that it is the purpose-driven journey that matters.
Taking On Professional Learning	I know that I need to be adaptable and engage in life-long learning in order to upgrade my knowledge and develop my competencies.
Developing Competencies Progressively	I have a growth mindset in terms of developing my skills and competencies to meet new challenges and to acquire new knowledge.
Moving Forward Positively	While I know that it will involve both ups and downs, I am optimistic about my career development and pathway.

Developing Your Career Through Work Experience and Internships

Developing your career through work experience and internships is about how you make the most of the opportunities presented to you for work within the context of what you will need to maximise your choices now and later in your life.

Use the chart below to think about how you are currently developing your career through work experience and internships.

Choosing Work Strategically	I am intentional and strategic in identifying work experiences and internships that expose me to new learning opportunities and test and refine my choices for my career path and development.
Finding Opportunities	I am proactive in finding opportunities to undertake a variety of tasks and I establish good working relationships with supervisors, directors and leaders whom I consult for career guidance and insight.
Being Reliable	I have a reputation for commitment, reliability, punctuality, effort and achievement and for my effectiveness
Going Beyond The Role	I offer to take on an extra task or assignment that stretches me and gives me an opportunity to demonstrate my skills and to “stand out” .
Reviewing Work Experience	At the end of my work experience or internship, I ask for a meeting with my supervisor to review my work and career development pathway and to extend my personal network.

reflecting on career development:

what is one behaviour from the charts above that you are currently demonstrating consistently that you would like to continue doing so?

what is another behaviour that you are currently not doing as well as you could be that you would like to change?

what is a further behaviour that you are not currently demonstrating in your life that you would like to try?

step forward: work

At the start of this Milestone, I asked you to think about growing your capacity to say the following statements with greater confidence:

- I practice commitment and diligence.
- I seek to “find my calling”.
- I want to understand more about planning, social purpose and my career development.
- I wrestle with the question: “Whose am I?”
- I am discovering more about what might be a purpose for my efforts, my contributions, and my resources that goes well beyond myself.
- I am creating a network of people around me who help each other feel as though they belong and can fulfil their potential while they do what is good and right in the world.

SO ...

which of these makes the most sense to you right now? how might you grow even stronger in it?

which statement do you find most challenging? how might you overcome this challenge?

what's next in developing the competency to work for you?



**“it takes diligence and commitment
to work hard and work well.”**

encounter

In this seventh course Milestone, you will learn about how to think about your interdependence with the world and your impact on all that dwell in it.

“what is a life of purpose? you will learn from others, learn with others, do it yourself, and share what you have learned. you will connect to your people and your place to develop a sense of your purpose and how this might be brought to life in your practice. you will build character and feel a sense of belonging, achieve your potential, and do what is good and right in your life. if you grow in competency and wellness, and if all things are as they ought to be, your strengths will have come to the fore

and allow you to both leave your mark and to measure up. you will live with purpose and become the best version of your self.

As you go on your journey of exploration and discovery, who are the people you will meet along your way? Where will you go? In what condition will you leave the planet that we all share? Encounter is about how we interact with “the other” – our people and place and planet – and the legacy that we will leave behind when we have completed our time together with them.

I have four steps for us to take as we Encounter:

- Measure yourself and your impact.
- Put others first.
- Be kind.
- Start with belonging.

measure yourself and your impact

how would you know if you are becoming the person you should be?

what evidence could you use to evaluate your impact?

how might this be tracked against your sense of purpose?

As your personal journey of exploration, encounter and discovery continues, you will grow in character, competency, wellness. You will make progress (on occasion) and achieve success in demonstrating your graduate outcomes.

Improvement is likely to be incremental and will rarely move in a straight line.

It's too easy for each of us to slide into the habit of not asking the difficult questions about our own progress and success. We need to build habits that help us to challenge our assumptions; a disposition towards growth-minded change is essential.

“life is no rehearsal and it would be a shame to miss the chance to make the most of the opportunities that have been given to us to learn, live, lead and work in our time here on this planet. we need to want to do something about this; we need to want to be there and make that difference!

For you to know that you've improved, you'll need to gather some evidence about where you started and where you've reached so you'll know where you have reached on your journey. You'll also need to take the opportunity to measure and warrant your contributions in a way that allows you to demonstrate and claim your purpose as the most compelling reason for your story. You don't have to measure everything at once, but it will help if you think through how you are growing in character, competency and wellness to start.

While it's natural to compare how you are going relative to the journeys of other people, it's far more important to gain a sense of who you are and who you are becoming then measure yourself against yourself, so to speak. What's most important is to measure yourself against your purpose and the impact it has on the lives of others.

Measure Yourself And Your Impact:

- What is it that you want to do for yourself and other people in your life?
- What are you getting done on a regular basis?
- What else might be done?

do you see the value, dignity
and worth of other people?
what value do you bring to their lives?
are you the servant of your fellows?

put others first

It's important that you look after yourself, particularly your wellbeing and the growth in your character and competency. The development of self, however, is not simply a solo exercise; it is always truly grounded in the service of others and the choice to place their needs before your own. Doing good things for people invokes both an awareness of the other and the self.

Put Others First:

- How do other people put you first in their lives?
- What might you learn from these examples?
- How might you become an example of servanthood, of someone who, in an intentionally purposeful and habitual fashion, puts other people first?

Development and attainment of your purpose, therefore, goes beyond the simple acquisition of resources or status for yourself. You need to consider genuinely how you might act to better the condition of all – not just those whom you know and like, but all within your community and perhaps even beyond.

“**a life of purpose must, ultimately, be selfless for it to be both worthwhile and well-lived. in fact, the best way to realise who we might become is through our love, care and dedication for the people in our lives. it is about becoming a servant for the other.**”

be kind

who matters in your life?
who do you care for?
who do you love?

As we work on the hard things in life together, we can see that growth, character and purpose are all about the wrestling – the wrestling between where you were yesterday, where we are today, and where we might be tomorrow. It's about our mark as a person (who we feel we might become from the inside) and our measure as a person (how we respond to external expectations). Yet we can't resolve this on our own and what resolution we achieve is flawed. No solution ever comes close to our dreams.

“**there is no self-help regime that can provide quick solutions or perfect answers to difficult situations. life is neither quick nor perfect. it's a lot of hard work. that's how you move forward in a life of purpose. that's why hard is good. that's also why we need love.**”

The act of giving and the quality of kindness that it embodies must be embedded within each step of the personal journey on which we seek to gain in character and achieve purpose. And inviting others to join in our journey joins them to us and brings value to all – a shared journey gives us all that sense of belonging that we all need to become fully human.

Be Kind:

- Being kind means consciously thinking of others, considering what they need to improve the experience of their lives, and translating this into deliberate actions that support these needs.
- What acts of kindness do you build into how you live, learn, lead and work on a regular basis?
- What else might you do?

Some forbearance is essential in helping us to take the time

needed to understand and appreciate where others are in their lives and what brought them there, as is a tendency towards humility which allows us to see their needs as being more important than our own.

Being a servant of others, however, does not mean being a pushover. We can't allow ourselves to be used or exploited unfairly. We must be prepared to assert what we believe is good and right, so long as we nestle this within an approach to seek the best for others, especially in how we show kindness to their human condition.

what does it mean to belong
in your world?

how might you welcome
others into your world?

how can you best share your
gifts with them?

start with belonging

We all need to feel as though we belong.

From the outset, in order for individuals to gain a genuine sense of “home”, they need to know that they are welcome and that they have a place where they feel as though others want them to be with them. They need the assurance that others (to use a phrase in common usage) “have their back”. In time, the bonds that are formed through shared experiences of good times, bad times, and ordinary times may come to form the kinship that can be called “family”, “sisterhood”, and “brotherhood” (among other terms).

The biggest challenge to those seeking belonging is acceptance. Once a person has demonstrated that they qualify for a place, it must be granted by those who inhabit the space already. Agency lies with those who are already there – it is not possible to force one’s way in, no matter how hard one tries. At the same time, one can’t just stand by and wait to be accepted. In this way, there may well be an exchange of kindnesses of a different type, both of which indicate a willingness to compromise one’s own immediate needs and interests in the interest of helping someone else by improving both their experience through the process and their outcomes through the product of collective relationship.

“all of us need to know that we belong somewhere. that place and the people in it to whom we belong, in turn, need us to acknowledge their value to us through our respect, civility, and consideration. this depends on our attitude. if we sit with each other and gnaw away at our individual and collective sense of worry and feed the apprehension of fear, we can and will kill off any sense of belonging. on the other hand, if we are generous with our gratitude and bold with our hope, we can and will achieve remarkable things for each other together.”

When someone feels as though they belong, they are much more likely to enter into the even closer ties of a relationship that can allow us to do more than just participate as one of many. This “character apprenticeship” comes when an expert

models, coaches and scaffolds us in the competencies of adaptive expertise and self-efficacy. They keep us in our groove and hold us to our purpose by inspiring, challenging and supporting us. We learn to articulate, reflect, and explore. We gather and analyse evidence, make decisions, and set goals.

We then need to learn how to work towards achieving our potential, whatever that may be. In time, we may even learn how to stretch the boundaries of our potential and expand our capacity, as well as come to understand the limitations and parameters within which we might sensibly aspire. Purpose, persistence, and reflection are what will help us to lift our standard of performance. Our agency is shared between ourselves and the experts who will help us learn, and then let us go on to be experts in our own right.

People with strong civic character and performance character are much more likely to seek to do that which is good and right in their life. They learn to shape for themselves a moral code and a set of ethics that act as the principles and structures by which they choose to live their lives. They acknowledge the influence and kindness of others and, in turn, themselves seek to give back to others. The courage, honesty, and humility make them both better at doing what they set out to do, as well as better at creating a good impact on those around them. They become genuinely transformed and in turn, they support the transformation of their people and their place. They have come full circle – from seeking acceptance, they can act to provide acceptance and belonging. They can coach apprentices to achieve greater performance by realising potential.

In this way, as you grow in adaptive expertise and self-efficacy, you can take on your own novices and teach them what you have learned. In the same way that others did this for you, you might hold up a mirror for them as they grow in competency so that they might see how they belong, can achieve their potential, and do good and right in the adventure of their lives.

Start With Belonging:

- How do you recognise that others belong in your life?
- How do you welcome them? How do you share your sense of belonging with them?
- How do you pass on what you have learned to them?
- How do you express your gratitude?

step forward: encounter

In this final Step Forward, I'm going to introduce you to the last two of our six graduate outcomes and ask you to reflect on what comes next for you in the journey of your life.



What does it mean to be a Responsible Citizen?

Responsible Citizens are sincere contributors who are prepared to put the common interest and the needs of others before themselves. They are dedicated to serving others. Inspired by service, they have a balanced perspective that is informed by their desire to create belonging, achieve potential, and do what is good and right. Responsible Citizens in our world today recognise that the interconnected nature of our civilization demands of us the capacity to find ways to honour their obligations, pursue their purpose, and make these feelings operate at local, regional and global levels as best as they can, even when things can (and inevitably) will go wrong. They will do this by learning to place the interests of others before themselves in interlocking arcs of mutual support. They contribute positively to their communities. They appreciate that citizenship competency involves balancing local, regional and global perspectives and intent through recognizing, identifying with, and contributing to different communities.



What does it mean to be a Team Creator?


Team Creators know how to build and work well within teams. Inspired by relationality, they have the ability to create human-centred collaboration meaningfully, compassionately, and productively in ways that bring out the best outcomes for all of us. They are inspired to become honourable colleagues who recognise our common humanity and work to enhance it. They use respect, kindness, and appreciation for individual enterprise and shared endeavour to give us the sense of team and generosity of spirit to conquer the sense of isolation and alienation that divides people and organizations. They engage and work with others towards a common good through the strength of their empathy and competency to listen. They work well with people, all people, because they know representation matters.

SO ...

what excites you about the journey that lies ahead?

what will you need to make it happen?

what will you need others to do for you?

A wide-angle photograph of a vast, flat landscape under a clear, light blue sky. The foreground is covered in a dense field of low, rounded, greyish-brown mounds or rocks, creating a textured surface. In the distance, the horizon is flat and level. A few small, dark figures of people are visible on the ground in the lower-left quadrant, providing a sense of scale to the immense landscape.

**“know that wherever you tread,
your footprint will remain.”**

let's go

In this final piece, we will bring our journey to a close.

“life is an adventure... let's go!

I now invite you to claim your purpose.

Who are your people? Where is your place? What is your practice? How might they all connect in your sense of vocation – the work you feel you are called to do in the world?

What is your purpose?

It's time for you to state what this purpose might be. Your purpose statement should be in your own “voice” and be authentic to you. Each person brings a unique perspective, background, experience and maturity to this reflective task. Your sense of purpose changes over time, so every time you state it, it might be a little different or even very different from what you spoke to last time. This is normal and natural

because as we move through our lives, we become motivated to Learn, Live, Lead and Work for different reasons. So, whatever you claim commits you to the next stage of your journey, from which you will grow and develop yourself and your sense of purpose further.

So, when you are ready, think about the following prompts:

1. **Learn** – who am I? What is good and right to me? What core values animate and sustain me? What gives meaning, direction and significance to what I do and what I aspire to become?
2. **Live** – where do I fit in? Where do I belong? What is expected of me? How does my purpose align with what I need to do in order to thrive and do well in my world?
3. **Lead** – how can I best serve others? How do I wish to make a contribution to others? How do I wish to be remembered?
4. **Work** – whose am I? How might I best fulfil my potential? What is my calling? For whom do I wish to commit my efforts and vocation?

what will be your direction? where will you go? how fast will you go? where will you stop off on the way? how will you know when you get there?

who will you take with you? what do you need to support you on the way? who will you need to support?

why will you do all of this?

Now, I'd like you to write a 250-300 word reflection called My Purpose. When this is done, you will need to think about how you will share it and preparing the plan that might help you to realise it.

My purpose ...

If you've enjoyed this issue of the Monday Quarterly and would like some help with planning your next steps, you might like to enrol in our personal character development course, The Pathway To Excellence. Please check out the details for this free course on our website: aschoolfortomorrow.com



**“know the way,
go the way,
show the way.”**

A final word from me to finish our journey together and to wish you well as you continue on your pathway to excellence.

Life is an adventure.

The choices are yours to make. You have so many opportunities to make the most of your time here on earth. There is a lot of ground to cover; there will be hills and valleys, deserts and fertile plains, saltwater and freshwater. You can achieve so much wherever you are if you have a compelling reason, a good plan, and the right attitude to make it all happen.

I want you to come to know yourself, to earn your place, to go from me to you to us, and to find your calling. I want you to grow in your expertise in relationship with others and to put your gifts and talents to their best use in our ever-changing world. I want you to learn from others, learn with others, do it yourself, then share what you have learned.

I want you to adopt a set of values that will hold you true to your course and select the right tools to tell your story of yesterday, today, and tomorrow. I want you to have people who love and value you, and a place that feels like home. You'll also need a map to chart your way and some money in your pocket.

I want you to aspire to great things, and to locate that unique voice that enables you to express who you are and who you are becoming with confidence. I want you to grow strong and compassionate in your agency, and secure in your identity. I want you to learn to use the resources at your disposal wisely and to be well on every stage of your personal journey.

I want you to develop the character, competency, and wellness to thrive in the world. I want you to feel as though you belong, that you are fulfilling your potential, and that you are doing good and right in the world. I want you to be able to tell your story of how you built the future by learning and

unlearning what you needed, of how you designed solutions and created teams, of how you became a good person and a responsible citizen.

I don't want you to be alone as you travel. I want you to feel as though there is always a community with the right people to support, challenge and inspire you to become the person you need to be. I want you to have all of the right information you need to make better choices to live, learn, lead and work.

I want you to set off on your journey of exploration, discovery and encounter. I want you to enjoy your journey and claim your sense of purpose in the world.

So, let's go!

become you

(for oliver)

words by Dr Phil Cummins

Slow down.
Take a deep breath.
Now take another.
Just do that for a while
Until you feel your being
In tune at last
With your intent.
Calm and soothe
Your restless spirit.

No need to run now —
Not your mind,
Not your body.
It's time (instead)
To stop and rest.
No guilt,
No regret,
No thing undone.

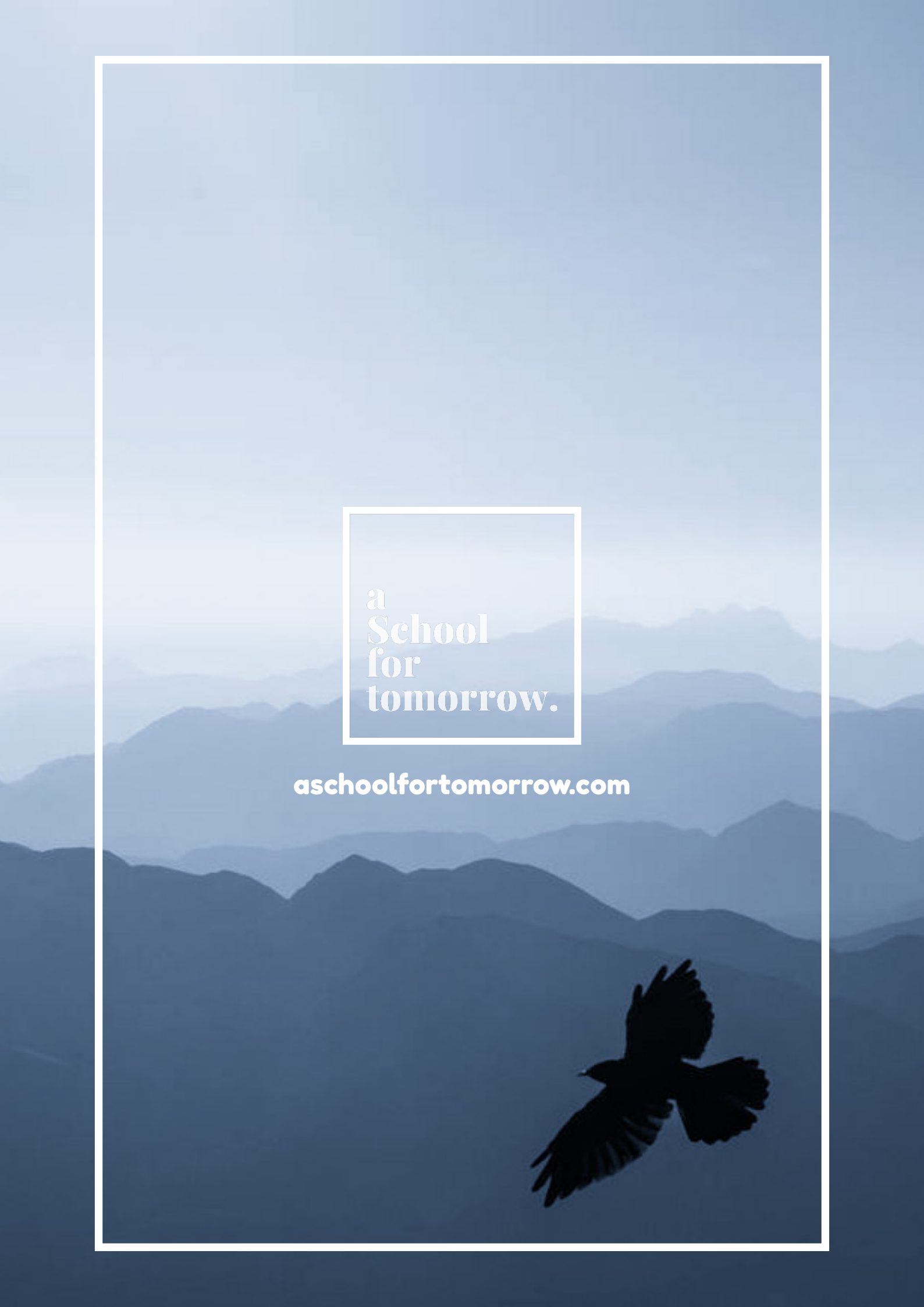
It's time (instead)
For this moment
To be your all
And not to ask
How long you have,
How long before
The next thing
Must be done.
Or what else is lacking.
You are what you are.

Breathe again and
Let your body feel
The gentle rise and
The easy fall of
Shoulders whose burden
Has been put aside.
For now is about nothing,
Nothing in particular but
You and all you are right now.
Nothing more or less than
You and all you are right now.

Calm and soothe
Your racing mind.
If you must think,
If you can't slow your thoughts,
Then smile first and allow yourself
To enjoy how you have become you.
Enjoy all that you know and can do,
All you believe and strive for,
All the habits you have accrued,
All that has formed you,
All that you have given.

Nothing else is needed.
Nothing else remains.
You are needed here now.
For what a thing it is to
Become you.
What has been has passed.
What's next will wait.
You will get there
In due course.
Do not doubt this,
My dear friend.

My dear friend:
Your time now is for you.
It is for you alone just to be.
To be is what must come
Before you become.
So become you,
Become what you must,
By being here now.
Breathe deep.
Be still and quiet.
Be pleased for this short while.
Be pleased with you.
Become you.



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