

Concepts

Some sections and questions will apply to your story more than others. Don't listen to the little voice in your head pushing you to be a perfectionist. Do what you need. Put in the hard work to cross-examine yourself. Ask a friend for help. But Please do not think this will be a magic cure or the end-all option. This is a tool. An idea, to give you a creative edge.

****Some questions are optional and could be helpful depending the narrative you write or the metaphor to build around. The questions should take 1.5 hours total.**

Who Am I (Human story)

Why is it important to know myself?

If you don't understand your strengths in weakness you might agree to a job that is not inline with your strengths. This will create frustration in your day to day tasks as well as unneeded friction with the employer. There is such a thing as understanding your innate strengths and how those can be used well in work requirements.

Required:

- What would 5–10 of the people who know you best say about who and how you are?
 - How did you get that way?
- Consider your personality test results: if you are, say, a questioning 3w2 ENTP with strategic and learner strengths, what does that mean in real terms?

Optional

- Pick the three most important/relevant moments in your life and connect the dots. [Note: remember that you're writing to a potential employer. Consider what you share.]
- Highlights your "areas for growth" just as prominently as your strengths (and what you're doing to improve)

Capability (vs competency)

As the construct of work continues to evolve we see boundaries shifting between categories and job roles. We're also seeing a shift from competency (ability to complete tasks effectively or competently) to capability (ability to cross apply knowledge or human ability across a broader range of opportunities or experiences). The great thing about capability is that it's not age, industry or experience-reliant. It's about identifying where and how you can contribute; which might look different to how you've contributed in the past.

All Required

- If you took what you're good at (from previous experience - personal or professional) and thought about the capability behind that? What would you write down?
- Try this on for size: you might be a great chef but if we work back from that . . . what are the capabilities of a great chef?
 - Maybe you've got an incredible palette?
 - Maybe you're obsessed with flavour?
 - Maybe you're experimental?
 - Maybe you're great at making abstract connections? Eg. mustard and watermelon.
- So if we thought about the capabilities you've demonstrated, we might articulate them as:
 - Precise & finely tuned palette
 - Highly experimental
 - Abstract connections
 - Systematic thinking
 - High pressure leadership
- So now we're talking about your abilities as a "cluster of capabilities".
- How might you identify & articulate your own capability cluster?
- Step # 1: What are you really good at in your current role or hobby?
 - *(That's your "competency")*
- Step # 2: What is it about your ability that makes you good at those things?
 - *(That's your "capability")*
- Step # 3: Now try and write that as a cluster
- Still stuck? Here are a list of capabilities which might resonate with you.
 - *Critical thinking*
 - *Solutions-focused*
 - *Emotional agility*
 - *Systems thinking*
 - *Design-orientated thinking*

- *Emotionally Agile Leadership*
- *Fluid reasoning*
- *Continuous Learning*

- Step # 4: Where are these “capabilities” evident beyond your current role?
 - *ie. If these are your personal capabilities; where else do they play out?*
 - *Where is the evidence beyond a ‘structured’ professional or educational environment that proves (or demonstrates) a tangible expression of these*
- Step # 5: The final step is to consider: How might that apply to the next opportunity you seek?

What I've created/can create (What you've done/can do)

Some projects are worth bragging about. A project you personally grew by leaps and bounds. A project you thought was hopeless but your team rallied and pulled up their bootstraps to finish well. A project you were proud of the more than the results.

Required

- What is something you've written, produced, or put out into the real world, just because you wanted to?
- How has the work you've done impacted the lives of the people around you?
- What are you most proud of having created in your career/education up to this point?
 - Why are you proud of them?
 - What do they say about you?

Optional

- What are five things that you're proud of that *aren't* on your resume?
 - Why are you proud of them?
 - What do they say about you?
- If you spent the whole weekend creating something (just to create something), what would it be? Why?
 - **Bonus:** Go do it.
- Brainstorm a list of 99 ideas for the company that you're applying to
 - **Bonus:** make a business model canvas for each one
 - **Double bonus:** Make an MVP of your favorite idea

How I work with others (and my position in a team)

Most work is done within teams, even freelancers have deadlines, feedback loops, and potentially a loose form of team in the circles they regularly work in. What role do you most excel in to help your team flourish?

“If you’re going to undertake a creative project that requires working closely with other people. You must accept that collaboration brings complications. Other people gave so much to recommend them: they will help you see outside yourself; they will rally when you are flagging; they will offer ideas that push you to be better. But they will also require constant interaction and communication. Other people are your allies in other words, but that alliance takes sustained effort to build And you should be prepared for that, not irritated by it.”

- ED CATMUL, CREATIVITY INC.

Required

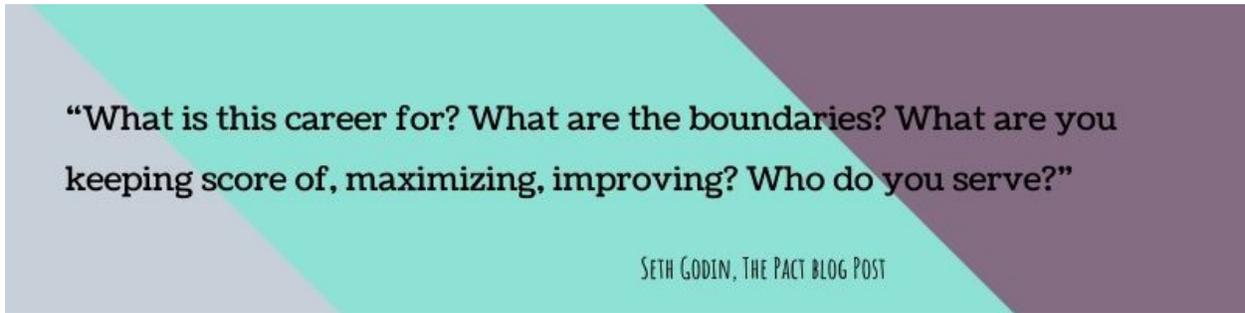
- Which area of the e myth revisited do you most identify with
 - The Manager creates order and routines out of chaos.
 - The Entrepreneur is the visionary in us. The dreamer. The energy behind every human activity. The imagination that sparks the fire of the future. The catalyst for change. The way he usually chooses is to bully harass, excoriate, flatter, cajole, scream, and finally, when all else fails, promise whatever he must to keep the project moving.”
 - If the Entrepreneur lives in the future and The Manager lives in the past, The Technician lives in the present. He loves the feel of things and the fact that things can get done. As long as the Technician is working, he is happy, but only on one thing at a time.
 - Put it another way, while the Entrepreneur dreams, The Manager frets, and the Technician ruminates.” ([Source](#))
- Take the [predictive index test](#) - shows an ideal environment, best management style, and team player role, etc
- Define success for you personally?
- Define team success?
- How do you best communicate best with others?
- Do you make decisions on the fly or do you make decisions most confidently when you ponder?

Optional

- Describe your ideal role in the workplace as a team position (soccer goalie, ultimate frisbee handler, football linebacker, etc) and why those are similar?

- What ideas or suggestions would you give a friend who is trying to handle conflict well with a coworker?
- What contributes to a great friendship? What characteristics of a group make you think “these are my people”?
- What contributes to a great friendship?

What you're looking for: The kind of work you want to do (What I care about) What you're looking for, not the job description but the kind of work you're seeking- written in terms of capability. Show that you are a candidate capable of empathy over performance. Highlights your aspirations, and what motivates you *personally* for the work you want to do.



[The Pact](#)

All Required:

Value EDGES of priorities in work:

“Pay particular attention in the moments that ask you how you want to be?” @Seth

No one cares about boring. We care about the extremes. When you make compromises before you ship (and you will), don't compromise the edges that matter.

- OpenClosed
- Easy..... Difficult
- RightsResponsibilities
- Take..... Give
- Fake.....Real
- FastSlow
- CheapExpensive
- Cutting edge..... Proven
- RiskySafe
- Disposable..... Durable
- Solo..... Mesh
- SoldBought
- HonestSneaky
- New..... Classic
- Us/them..... We
- Teamworksolo-Entrepreneurship

Connectedness..... independence
 Open to Innovation.....Predictability
 Altruism.....Take care of self
 Creating..... Analyzing
 Wealth..... Purpose
 Fame Service
 Influence Title
 Following..... Passion
 Creating change Perfecting Process
 Yearning..... Satisfied
 Recognition Aninimity

- What do you want out of work?
- What values do you hold in your work? What values does the company you work for need to hold?
- What gets you out of bed in the morning?
- What brings you the greatest Joy?
- What frustrates you the most?

An idea you've put into the world (or connected with): The chatter ball that gets your social networks talking about you and your skills set. (optional Section)

We've helped you lay the groundwork, now it's your turn. This section is how you tap into your networks. This is the most vital piece but also the piece that is totally your responsibility. We can give some inspirations and suggestions but that most successful will be one you come up with to create movement around you. It doesn't need to be a parade or a party (but it could be). This can be an event, a few cups of coffee, a dinner party, or a generous act that connects you to others that may be a guide on your path to finding the right job. Not a transaction, but a simple question to bring your un-resume or work desires to the thoughts of others who may know of the right fit for you.

- Customer Interview/Insights
- Interviewing relevant professionals
- Creating a community
- Running an event
- Raising money for an organization in alignment with your industry/interests
- Volunteering creatively
- Failure Resume (Daniel Bauer)
- Creating an un-resume and showing it off

What influences/inspires me (Book, TED Talk, Person, etc.) (Optional section)

Here is a perfect opportunity for the human element. What has made you a little bit of who you are today? What has made you say "Aha" and something you can't help but talk about with others around the water cooler or softball game? There are no wrong answers (unless it's your potential employers competitors which I'm sure you could explain how it could help you level up within their company)

- What are your five "desert island" books, films, or records?
- Who's your hero? Why?
- Who's on your "committee" (the voices in your head that "help" you confront life)?
- The greatest line in all of literature is: _____
- Three mottos you live by are ...
- The greatest decision ever made was ...
- What are 5 ted talks that changed how I view ...the world/ my job/ management/ my mind/ the environment etc

Too long for a resume, but consider creating a "family tree" of your intellect/competence. You can always draw on this in the un-resume itself.

When You will quit (optional Section)

When starting a business with partners, It is always easier to create an exit strategy when everything is still full of new excitement. And safer. Defining personal boundaries before the irrational part of you causes sleepless nights, uncomfortable frustration, or anger towards a coworker when the situation is to blame.

- <https://www.inc.com/damon-brown/seth-godin-on-why-you-should-plan-on-quitting-before-starting.html>