

**Emotionality.** Sincere and empathetic, you feel things in a big way and have complex emotional responses. You're able to experience the richness of positive emotions like inspiration and gratitude, but can also get stuck in unpleasant feelings like annoyance and disappointment.

| STRIVE QUALITY  |   |
|---|---|
| SENSITIVITY   |   |
| NOT BALANCED AT ALL                                       | COMPLETELY BALANCED   |
| Anxious and amped up most of the time                     | Calm and composed demeanor even under pressure  |
| Slow to relax   | Get enough time for proper rest and downtime  |
| Body in state of tension and fear                         | Able to use intuition as a tool for better decision-making  |
| THOUGHTFULNESS  |   |
| NOT BALANCED AT ALL                                       | COMPLETELY BALANCED   |
| Can't make simple decisions                               | Reflective and able to think deeply and act purposefully  |
| Plagued by worry and imposter syndrome                    | Practice constructive self-talk and has solid self-confidence   |
| Get bogged down in unnecessary details                    | Offer creative, innovative, and nuanced ideas that others miss  |
| RESPONSIBILITY  |   |
| NOT BALANCED AT ALL                                       | COMPLETELY BALANCED   |
| Swoop in to fix situations and keep people happy          | Dedicated, but with strong boundaries   |
| Feel bad or guilty for not doing enough or helping enough | Delegate effectively and empower others to solve problems   |
| Struggle to say no or ask for help                        | Maintain personal standards for excellence without caving to pressure, comparison, or people-pleasing |

## STRIVE QUALITY

### INNER DRIVE

#### NOT BALANCED AT ALL

Overwork to the point of exhaustion and burnout

Take on too many goals and obligations

High attachment to outcomes and external rewards

#### COMPLETELY BALANCED

Place a focus on continually learning, growing, and advancing

Create goals that are realistic, attainable, and personally meaningful

Make consistent progress while managing energy effectively

### VIGILANCE

#### NOT BALANCED AT ALL

Highly responsive and deferential to the needs of other people

Read into situations, even when there's nothing to worry about

Passive in interactions

#### COMPLETELY BALANCED

Attunement and empathy with others that create strong relationships

Able to assess risks and make good judgment calls

Channel attention inward and pursue what's right for you

### EMOTIONALITY

#### NOT BALANCED AT ALL

Derailed by intense, unpleasant feelings for hours or days

Pretend everything is okay while silently brooding

At the whim of an ever-changing stream of feelings

#### COMPLETELY BALANCED

Take in positive feelings like joy, pride, and satisfaction without guilt

Effectively process and work through emotions to take constructive action

Respond to emotions with acceptance and flexibility

While it may seem counterintuitive, these qualities, when taken to an extreme, can actually become a liability. For example, it's great to be detail-oriented, but if you need to read every email ten times before hitting send, your productivity may unwittingly grind to a halt. If you're loyal and caring to an extreme, then personality differences that naturally arise on teams can derail you or prevent you from having boundaries that protect your well-being. That's why it's so important to know yourself, to see how the STRIVE qualities impact your life, and to begin to rebalance any qualities you may be overusing.

Take some time to think about your last month and the reasons you picked up this book. Now look at the scale below and choose a number between one and ten to describe how much you agree or disagree with each statement. Don't overthink it! Just rate yourself honestly (even if you can't give yourself gold stars across the board). This assessment is the first step in figuring out how balanced each of these qualities is in your own life. You'll use these numbers later in the chapter to map out where you are now and to determine where you want to be in the weeks, months, and years to come. After all, knowing yourself isn't about changing who you are or becoming less sensitive and ambitious. Rather, it's actually about channeling your core qualities effectively so you can become who you are meant to be.

| STRIVE QUALITIES SCALE |  |    |   |   |   |   |   |   |   |   |   |                |  |
|------------------------|--|----|---|---|---|---|---|---|---|---|---|----------------|--|
| SENSITIVITY            | I'm able to stay calm and composed, even under pressure.   |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE   | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
|                        | I get enough downtime and rest.  |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE   | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
| THOUGHTFULNESS         | I'm satisfied with the habits and routines I use to manage my energy.                                  |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE   | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
|                        | I make decisions without getting bogged down in unnecessary details.                                   |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE   | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
| THOUGHTFULNESS         | I don't let insecurities and doubts distract me from the task at hand.                                 |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE   | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
|                        | I'm able to tune out other thoughts so I can concentrate, focus, and get into a deep flow when I work. |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE   | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |

| STRIVE QUALITIES SCALE |   |    |   |   |   |   |   |   |   |   |   |                |  |
|------------------------|---|----|---|---|---|---|---|---|---|---|---|----------------|--|
| RESPONSIBILITY         | I delegate tasks effectively and ask for help when I need it.   |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
|                        | When I make a promise to myself, I generally keep it and follow through.  |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
|                        | I'm able to diplomatically say no to projects, people, and situations without worrying that I'm being rude or mean. |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
| INNER DRIVE            | I spend most of my time on high-value work.   |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
|                        | I create goals based on what sounds fun, exciting, or inspiring to me.  |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
|                        | My goals are realistic and attainable given my other obligations.   |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
| VIGILANCE              | I balance my own needs with those of the people around me.  |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
|                        | I take calculated-but-smart risks in my career that help me advance.  |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
|                        | I'm mindful and selective about my work environment so that I create conditions that work best for me.              |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
| EMOTIONALITY           | I don't take feedback or criticism personally.  |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
|                        | I'm able to gain distance and perspective from my emotional reactions.  |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |
|                        | Bad moods generally don't phase me for too long.  |    |   |   |   |   |   |   |   |   |   |                |  |
|                        | COMPLETELY AGREE  | 10 | 9 | 8 | 7 | 6 | 5 | 4 | 3 | 2 | 1 | SOMEWHAT AGREE |  |