

Less Tired. More Inspired.

3 Actions Towards Thriving Instead of Surviving

AA Course 4215



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Finding Your “Er’s” Exercise

Part of flourishing is better understanding the different roles you play in your everyday life. Your “Er’s” describe all of the things you are, carry out, and implement daily, weekly, and monthly.

Some examples of Er’s are: *father, mother, creator, worrier, bill-payer, exerciser, writer, baker, teacher, helper, listener, fixer, talker, presenter, laughers, teacher, reader, lover, learner, etc..*

Follow the steps of the exercise below to hone in on the things that fill you up.

Step 1: Write down as many of your daily “Er’s” that you can think of. Try to think of 10 or more. You may enjoy some and dislike some.

- _____
- _____
- _____
- _____
- _____

Step 2: Look at your list of “Er’s” above and rate your top 5 favorites that you wrote down. These top 5 should be ones that leave you feeling energized or fulfilled.

- Er #1: _____
- Er #2: _____
- Er #3: _____
- Er #4: _____
- Er #5: _____

Step 3: With your top 5 “Er’s” now noted above, estimate how many minutes a week you spend on each one. Reflect on if you are happy with the amount or if you would like to spend more or less time on them (circle your reflection).

- | | | | |
|---|-----------|-----------|-------------|
| • Estimated Daily Minutes on Er #1: _____ | More Time | Less Time | Enough Time |
| • Estimated Daily Minutes on Er #2: _____ | More Time | Less Time | Enough Time |
| • Estimated Daily Minutes on Er #3: _____ | More Time | Less Time | Enough Time |
| • Estimated Daily Minutes on Er #4: _____ | More Time | Less Time | Enough Time |
| • Estimated Daily Minutes on Er #5: _____ | More Time | Less Time | Enough Time |



Getting Aligned Worksheet

(Discovering Your Character Strengths and Building Them Into Your Daily Life)

An important way for us to create more happiness and feel like we are flourishing more is by being aligned with our signature strengths. Follow these steps to discover your top character strengths and set your intentions for utilizing them more often in your life. This will increase your chances of reaching flow states; allowing for a greater sense of fulfillment.

STEP 1: Take the Free Survey To Find Your Top Character Strengths <https://www.viacharacter.org/character-strengths-via>

STEP 2: When The Survey Is Completed, Download Your Results and Take A Look At Your Top Character Strengths and Their Descriptions. All 24 Character Strengths Are Listed Below. Notice They All Fall Under 6 Different Pillars.

24 Character Strengths According to the VIA Institute of Character.

WISDOM	COURAGE	HUMANITY	JUSTICE	TEMPERANCE	TRANSCENDENCE
• Creativity • Curiosity • Judgement • Love of Learning • Perspective	• Bravery • Perseverance • Honesty • Zest	• Love • Kindness • Social Intelligence	• Teamwork • Fairness • Leadership	• Forgiveness • Humility • Prudence • Self-Regulation	• Appreciation of Beauty and Excellence • Gratitude • Hope • Humor • Spirituality

Credit: [VIACharacter.org](https://www.viacharacter.org)

STEP 3: Write Down Your Top 5 Character Strengths Below And Also Label Any Of Your Er's That Overlap With Those Strengths.

Signature Strength 1 and Er's Overlap: _____

Signature Strength 2 and Er's Overlap: _____

Signature Strength 3 and Er's Overlap: _____

Signature Strength 4 and Er's Overlap: _____

Signature Strength 5 and Er's Overlap: _____

STEP 4: Briefly Reflect On Your Character Strengths and Er's Combined

Reflection Question #1: Do your character strengths and Er's seem to fall under specific pillars defined by the VIA Institute on the previous page (in STEP 2)? Or are they more random? Write down your thoughts.

Reflection Question #2: When leading/serving others, do these character strengths make sense on where you feel you thrive as a leader and where you feel you struggle as a leader? Write down your thoughts.

Reflection Question #3: When we are aligned with our top character strengths, we are more likely to hit a state of flow, feel like we are thriving, and feel like we are flourishing. What actions and occurrences in your job seem to overlap with those character strengths and Er's?

STEP 5: Find Creative Ways To Build Your Character Strengths Into Your Daily Schedule (Create More Happiness For You And Those You Serve).

Brainstorm Session: Where are places in your daily job that you can sneak in each of your top 5 character strengths at least once a day? Get messy and start scratching out some ideas! This is important, as you deserve to do things daily that light you up!



Personal Time Audit Worksheet

*Fill out this 24-hour time audit in order to document what a typical work day looks like for you.
Be sure to check 1 or more boxes for each hour.*

From 9:00 PM to 10:00 PM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 10:00 PM to 11:00 PM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 11:00 PM to 12:00 AM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 12:00 AM to 1:00 AM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 1:00 AM to 2:00 AM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 2:00 AM to 3:00 AM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 3:00 AM to 4:00 AM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 4:00 AM to 5:00 AM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 5:00 AM to 6:00 AM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 6:00 AM to 7:00 AM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 7:00 AM to 8:00 AM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 8:00 AM to 9:00 AM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 9:00 AM to 10:00 AM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 10:00 AM to 11:00 AM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 11:00 AM to 12:00 PM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 12:00 PM to 1:00 PM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 1:00 PM to 2:00 PM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 2:00 PM to 3:00 PM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 3:00 PM to 4:00 PM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 4:00 PM to 5:00 PM:

Activity: _____ Energy ☐ Energized ☐ Depleted ☐ Neutral

From 5:00 PM to 6:00 PM:

Activity: _____ Energy: ☐ Energized ☐ Depleted ☐ Neutral

From 6:00 PM to 7:00 PM:

Activity: _____ Energy: ☐ Energized ☐ Depleted ☐ Neutral

From 7:00 PM to 8:00 PM:

Activity: _____ Energy: ☐ Energized ☐ Depleted ☐ Neutral

From 8:00 PM to 9:00 PM:

Activity: _____ Energy: ☐ Energized ☐ Depleted ☐ Neutral

Time Analysis/Reflections:

- Count up approximately how many hours in your day energized you, depleted you, and was neutral on your energy. (There may be ½ hours or ¼ hours in your count.)
Total Energized Hours: _____ **Total Depleted Hours:** _____ **Total Neutral Hours:** _____
- Looking at the hours above, are there any areas you would like to change?
- Are your character strengths and Er's found in your day to day? Which ones?
- Are any of your character strengths and Er's missing in your day to day? Which ones?
- Are there any hours that are depleting or neutral that aren't absolutely necessary and could be decluttered? Could that time be replaced with something more energizing and meaningful?
- Research suggests health benefits from quiet time in solitude daily. Is there any time daily where that is possible?
- Sleep, diet, and activity are three pillars that allow for higher levels of wellness and happiness. How are these three pillars built into your daily schedule?



Giving Away Your Gifts

Having the energy and confidence to share your unique and personal gifts/talents can be incredibly healthy for your personal life and work life (and also for the recipients).

Positive Psychology Research finds the following benefits through sharing our gifts and giving to others.

- **Increased Well-Being:** increased happiness and life satisfaction through giving
- **Enhanced Social Connection:** strengthen social connections through giving
- **Altruistic Joy:** our brain rewards us for giving to others and can create a “natural high”
- **Reduction of Stress:** intentionally shifting our attention to others in a positive/giving way
- **Physical Health Benefits:** prosocial acts help blood pressure, immune function, and heart health

Creating a culture of generosity and compassion can enhance our own happiness and help make the environments around us better.

Follow the steps of the exercise below to brainstorm ways we can all uniquely give without depleting ourselves in an unhealthy way.

Step 1: Write down some of your unique and/or quirky gifts, interests, or talents that you enjoy and that make you feel energized.

(Ideas: Cooking, Poetry, Pro-Wrestling Trivia, Reading, Home Décor, Communication, Networking)

- _____
- _____
- _____

Step 2: Brainstorm ways to give through the gifts, interests, and talents that you listed up above in three different realms of your life.

Ideas: Use my love of reading to suggest thoughtful books to co-workers I appreciate and value.

Use my passion for networking to introduce two positive friends to each other and grow their reach.

Use my talent for baking to bake a cake and surprise deliver it to my neighbor's home.

Friends/Family

Work

Strangers

Step 3: Choose one idea from above and set a date, time, and place to carry through with it. Be sure to reflect on how you feel as you plan it, follow-through, and look back.