

Excerpt from “HEAD to HEART to HABIT”

For full context, see page 90 of the book.

Framework to Identify Our Emotional Needs

- In the last five years, what project at work has made you feel most fulfilled?
- What aspect of the project do you feel most happy about on reflection?
- When you are asked to lead a high-profile project at work, you feel _____ (energised, stressed?).
- When leading a team or working on a project, you focus most on _____ (results, people, structure?).
- When you’ve been at a job for three years and are finally understanding all aspects of the job, you feel _____ (happy that you are performing at your maximum potential, bored?).
- When you learn a new subject or new insight that is tangentially related to your job, you feel _____ (happy and energised, hum?).
- When asked to help out at a Corporate Social Responsibility event, you feel _____ (energised, so-so?).

As you reflect on your answers, you will start to get a better sense of what your emotional needs are. The last step is to put them next to your goal, and analyse which needs are your Emotional Drivers and which ones are your Emotional Derailers.