

DISRUPT EVERYTHING *and WIN*

TAKE CONTROL OF
YOUR FUTURE

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Little, Brown and Company

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Part VII

Your Positive Disrupter Toolkit

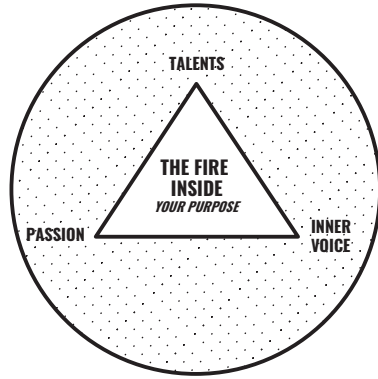
About These Worksheets

Many of the questions and exercises that follow are geared for your use as an individual in your career and/or personal life. However, we've flagged some with the label "[FOR TEAMS]" when they specifically apply to your team, department, company, nonprofit, or other group. To fit your situation, think of the label "team" in the broadest possible sense.

Also, if you don't want to write in this book, or if you can't because you're reading the ebook edition or listening to the audiobook, you can download free printable PDFs of these nine tools. Just visit **jamespatterson.com/disrupt-downloads**.

Tool 1: Identify the Fire Inside You

Part 1: The Three Elements of the Fire Inside



There is a fire inside you that exists at the intersection of your **Talent**, **Inner Voice**, and **Passion**. This worksheet will help you identify and connect these three elements.

Your Talents

Talent involves both what you're good at and what you're truly *great* at. Consider the unique abilities and skills that set you apart. Now is not the time for false modesty.

1. What activities or tasks do you excel at naturally?

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2. What do people frequently ask for your help with?

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3. What accomplishments are you most proud of?

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4. [FOR TEAMS] What does your team do exceptionally well, relative to its peers?

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5. [FOR TEAMS] If someone asks about your team's accomplishments, what comes to mind first?

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Your Inner Voice

Your inner voice is informed by your experiences, knowledge, and beliefs. It steers you toward what inherently feels right because it meets a genuine need in the world.

1. What guides your decisions and actions?

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2. When do you feel most at peace or fulfilled?

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3. What experiences have shaped your perspective and drive?

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4. [FOR TEAMS] When do you feel like your team is functioning at its highest possible level?

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Your Passion

Passion is the spark that lights the fire inside, igniting your enthusiasm and commitment.

1. What activities or causes make you feel excited and energized?

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2. What do you enjoy doing so much that you lose track of time?

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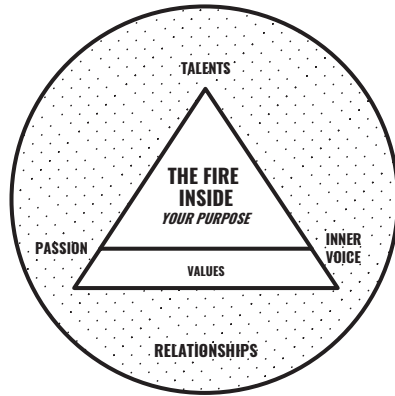
3. What would you do even if you weren't paid for it?

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4. [FOR TEAMS] When do you feel like your team is most passionate about their efforts?

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Part 2: Your Values as the Foundation of Your Purpose



Values are fundamental beliefs and principles that guide your decisions. Below is a list of potential values to inspire you, as well as your family or team. These are simply provided to get you thinking and are not the only possible answers. Be creative when identifying your values.

Integrity	Duty	Loyalty
Honesty	Empathy	Trustworthiness
Compassion	Wisdom	Gratitude
Accountability	Humility	Inclusiveness
Courage	Kindness	Balance
Respect	Authenticity	Discipline
Innovation	Growth	Generosity
Perseverance	Fairness	Patience
Teamwork	Optimism	Determination
Excellence	Responsibility	
Faith	Creativity	

Identify three to five key values and define what each means to you and/or your team. Then ask yourself what actions illustrate the value in your everyday life or your team's collective efforts. Try to be specific.

1. Value:

What does this value mean to you?

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What does this value look like in practice?

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2. Value:

What does this value mean to you?

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What does this value look like in practice?

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3. Value:

What does this value mean to you?

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What does this value look like in practice?

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4. Value:

What does this value mean to you?

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What does this value look like in practice?

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5. Value:

What does this value mean to you?

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What does this value look like in practice?

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Tool 2: Craft Your Mission Statement

In the preface of this book, James Patterson stresses the importance of crafting a mission statement that captures the essence of what you're trying to accomplish. It's an essential step for both individuals and teams.

As a reminder, here is the blueprint he imagines for himself:

There's a story for everybody.

Don't get in the way of the story.

Tap into something in the psyche.

Get interested in the people in the middle.

Provide cathartic emotional experiences.

The questions you answered in Tool 1 will give you the raw material to craft your own mission statement.

Your Mission Statement—For Individuals

Refer back to your answers to the questions in Tool 1 to create a mission statement that reflects your talent, inner voice, and passion.

I will use my talent for

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I will try to meet the needs of

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In doing so, I will tap into my passion for

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Examples

Musician

I will use my talent for songwriting and performing to meet the needs of audiences seeking connection and inspiration. In doing so, I will tap into my passion for evoking emotions and bringing people together through the power of music.

Firefighter

I will use my talent for quick decision-making and my capacity for physical endurance to meet the needs of communities in times of crisis. In doing so, I will tap into my passion for protecting lives and property, providing safety and reassurance to those in need.

Entrepreneur

I will use my talent for innovation and my business acumen to meet the needs of markets seeking novel solutions and growth. In doing so, I will tap into my passion for driving progress and creating dynamic ventures that transform industries and improve lives.

Your Mission Statement—For Teams

Combine your answers to the questions in Tool 1 to create a mission statement that reflects your team's talent, inner voice, and passion.

We will use our talent for

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We will try to meet the needs of

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In doing so, we will tap into our passion for

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Examples

Start-up Engineering Team

We will use our talent for product development to build software that truly delights our B2B customers. In doing so, we will tap into our passion for exceeding expectations and making customers so excited that they willingly spread word of mouth about us.

Local Church's Food Bank Volunteers

We will use our talents for fundraising and community outreach to gather more food donations than ever this fall. We will help the growing ranks of neighbors who rely on our efforts to feed their families healthy meals. In doing so, we will tap into our passion for practicing our faith by loving our neighbors and giving people a helping hand while they get back on their feet.

Car Dealership's Sales Force

We will use our talent for empathy and our deep knowledge of cars to meet the needs of customers who trust us to provide reliable, comfortable, and appropriate vehicles. In doing so, we will tap into our passion for matching each customer with the car that best fits their needs and desires, knowing that the best way to maximize our income is by maximizing their satisfaction.

Tool 3: Tap into Your Experience

Take a step back. Look at your life. Recognize moments of being either the disrupter or the disrupted. Whether it's changing careers, moving to a new place, leading a new initiative, or navigating difficult conversations, each instance underscores your role as an agent of change. These experiences, big and small, showcase your adaptability, tenacity, and problem-solving skills.

Reflect: Past achievements can inspire you today. Documenting these successes and efforts helps reinforce your confidence in your own capabilities.

Repeat: Keep telling yourself: "I can handle this."

Remember: Previous strategies that have worked before may not always guarantee future success.

Recalibrate: Be open to adapting and finding new approaches when facing new challenges. But you can still find great value in recalling past challenges.

Reflecting on Your Personal Disruptions

Use the space on the next page to list some of the disruptions you've experienced in your career or personal life. Identify how you behaved, what you achieved, and what you learned from each.

Examples:

Disruption	How You Behaved	What You Achieved	What You Learned
Job loss	Networked, updated résumé, applied for new jobs	Found a better job	Resilience, value of networking

Disruption	How You Behaved	What You Achieved	What You Learned

Reflecting on Team Disruptions

If appropriate, now repeat the exercise with your team in mind. What significant challenges have you faced and overcome together?

Disruption	How You Behaved	What You Achieved	What You Learned

Tool 4: Inventory Your Resources

It's easy to feel like you don't have enough resources to launch a disruption. But in reality, you have a treasure trove of assets:

Knowledge, accessible through books, courses, and tutorials, can offer insights for any endeavor.

Technology, from the devices you use daily to advanced software, can revolutionize work.

Financial means, though they may seem sparse, can be maximized with smart planning.

Personal experience, enriched by consultations with mentors and colleagues, can uncover hidden assets and present untapped opportunities.

Sources of Support

List the resources you have available. Use the categories provided to spark your thinking. Each resource, from technology to personal expertise, acts as a tool to help you achieve your goals with creativity and resilience.

Category	Resource	Resource	Resource
People			
Time			
Energy			
Financing			
Knowledge			
Experience			
Technology			
Other Resources			

Resource Inventory Reflection

1. How can you effectively use the resources listed above?

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2. What untapped opportunities or resources might you be overlooking?

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3. Whom can you consult with to uncover additional resources you might not have initially recognized?

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Use this inventory to remind yourself of the abundance of resources at your disposal. With thoughtful planning and strategic implementation, these resources can help you overcome challenges, achieve your goals, and disrupt everything!

Sources of Support for Teams

You can repeat the same exercise and reflection questions with your team, if appropriate. You probably have more resources at your disposal than you realize.

Category	Resource	Resource	Resource
People			
Time			
Energy			
Financing			
Knowledge			
Experience			
Technology			
Other Resources			

Resource Inventory Reflection for Teams

1. How can your team effectively use the resources listed on the previous page?

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2. What untapped opportunities or resources might your team be overlooking?

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3. Whom can your team consult with to uncover additional resources you might not have initially recognized?

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Tool 5: Analyze Your Relationships

Relationships have the profound power to either ignite and nourish your inner fire or dampen and extinguish your zest and creativity. The connections you cultivate can lift you up and push you toward your dreams—or they can pull you down, anchoring you in place. Positive relationships act as tailwinds, pushing you toward your purpose and fueling the fire inside you. Negative relationships act as headwinds, holding you back and stifling your progress. Assessing both types of relationships and your role in them is crucial for personal growth.

Assessing Your Relationships

Use the table on the next page to list the key relationships in your life. These could be personal (family, friends, mentors) or professional (colleagues, leaders, team members).

Then rate each relationship on a scale from -5 to $+5$, based on its impact:

Headwinds (-5 to -1): These relationships create resistance, holding you back from your purpose.

Neutral (0): These relationships have little to no impact on your direction.

Tailwinds ($+1$ to $+5$): These relationships provide support and momentum, pushing you toward your purpose.

Relationship	Them to You										You to Them											
	Headwind Hold you back					Tailwind Push you forward					Headwind Hold them back					Tailwind Push them forward						
	-5	-4	-3	-2	-1	0	1	2	3	4	5	-5	-4	-3	-2	-1	0	1	2	3	4	5

Reflect on your strongest headwinds and tailwinds. Consider how you can reduce the drag of headwinds and maximize the lift from tailwinds.

By regularly assessing your relationships, you can ensure that you are surrounded by people who ignite and nourish your inner fire, helping you achieve your dreams and maintain your zest and creativity. Great relationships are mutually beneficial, so strive to be a tailwind for others as well.

Assessing Your Team's Relationships

For teams, relationships take the form of alliances with outside individuals and groups. Think of that church-run food bank that partners with local small businesses to put up flyers about their pre-Thanksgiving donation drive. Those are tailwind relationships for the team.

You can repeat the exercise on the previous page by thinking about the headwinds and tailwinds of the key individuals and groups your team frequently interacts with.

Rate each relationship on a scale from -5 to $+5$, based on its impact:

Headwinds (-5 to -1): These relationships create resistance, holding you back from your purpose.

Neutral (0): These relationships have little to no impact on your direction.

Tailwinds ($+1$ to $+5$): These relationships provide support and momentum, pushing you toward your purpose.

Relationship	Them to You										You to Them											
	Headwind Hold you back					Tailwind Push you forward					Headwind Hold them back					Tailwind Push them forward						
	-5	-4	-3	-2	-1	0	1	2	3	4	5	-5	-4	-3	-2	-1	0	1	2	3	4	5

What do you feel inclined to do?

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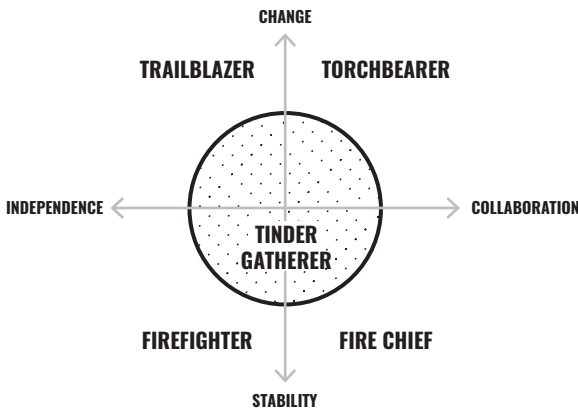
What is the situation asking or requiring you to do?

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Using the chart below, put a star (★) where you feel inclined to act and a circle (○) where you believe the situation requires you to be.



Is there a gap between what you feel inclined to do and what you believe the situation requires? If so, how would you describe the size of and reason for this gap?

Based on your assessment, which of the five disruptive roles (Trailblazer, Firefighter, Torchbearer, Fire Chief, Tinder Gatherer) do you believe you should take on, at least for now, to confront this situation?

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Discerning an Ideal Role for Your Team

This assessment is also appropriate for teams, because teams often need to choose one of these five disruptive roles to make the most progress toward their overall mission. For instance, that church food bank team may see themselves as torchbearers, leading others in their community to get involved in confronting a local food crisis.

Describe a current situation in which your team is unsure of its next steps.

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Now think more deeply about the situation you just wrote about. Reflect on the actions your team is inclined to take and how they compare with the ideal actions that the situation might be calling for.

What do you feel inclined to do?

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What is the situation asking or requiring you to do?

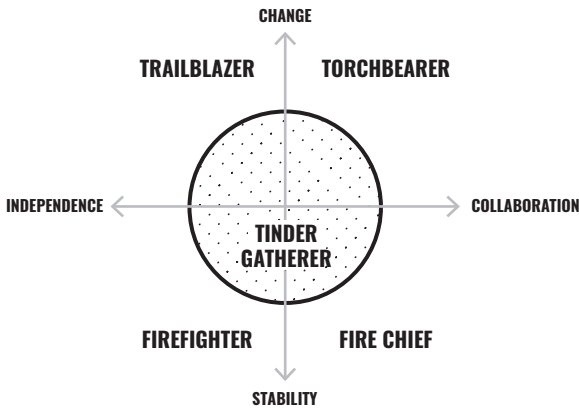
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Using the chart below, put a star (★) where you feel inclined to act and a circle (O) where you believe the situation requires you to be.



Is there a gap between what you feel inclined to do and what you believe the situation requires? If so, how would you describe the size of and reason for this gap?

Based on your assessment, which of the five disruptive roles do you believe your team should take on, at least for now, to confront this situation?

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Tool 7: Assess Your 16 Key Behaviors

Evaluate your actions in the following areas on a scale of 1 to 5, with 1 being the least often and 5 being the most often.

Body Part	Behavior	Score	Total Body Part Score
BRAIN	I think deeply in order to uncover insights		
	I exercise my brain muscles regularly		
EYES	I have a vision for the future		
	I look carefully at the present moment		
EARS	I listen closely in order to understand others		
	I hear what isn't being said		
MOUTH	I say something smart when communicating		
	I repeat key messages to ensure understanding		
HEART	I care for the needs of other people		
	I act based on my conscience		

(continues)

Body Part	Behavior	Score	Total Body Part Score
GUT	I trust my instincts (and they're worth trusting)		
	I persevere during uncomfortable times		
HANDS	I let go of good things in order to pursue great ones		
	I roll up my sleeves and get involved		
FEET	I run toward disruption		
	I stand steady during uncertain times		

Once you've scored your actions, add your total points for each body part. Consider which areas you're strong in and which might require focus and improvement.

Thinking About the 16 Key Behaviors for Teams

Like individuals, teams tend to be better at some of these behaviors than others, which makes them better suited for some types of disruption rather than others. It can be useful to think about how your team does in the same areas, using the same 1-to-5 scale.

Body Part	Behavior	Score	Total Body Part Score
BRAIN	We think deeply in order to uncover insights		
	We exercise our brain muscles regularly		
EYES	We have a vision for the future		
	We look carefully at the present moment		
EARS	We listen closely to understand each other		
	We hear what isn't being said		
MOUTH	We're good at communicating, internally and externally		
	We repeat key messages to ensure understanding		
HEART	We care for one another's needs		
	We act based on our collective principles		
GUT	We trust our instincts (and they're worth trusting)		
	We persevere during uncomfortable times		

(continues)

Body Part	Behavior	Score	Total Body Part Score
HANDS	We let go of good things in order to pursue great ones		
	We roll up our sleeves and share the dirty work		

FEET	We run toward disruption		
	We stand steady during uncertain times		

Once you've scored your team's actions, add the total points for each body part. Consider which areas your team is strong in and which might require focus and improvement.

Tool 8: Refine Your Positive Disrupter Loop

Refinement involves reviewing your results, interpreting what they mean, revising your expectations and approach, and committing to getting better. This process sets the Positive Disrupter Loop into motion again. Use this self-assessment tool to document what went well, note where there are opportunities to improve, and plan your next steps.

Step 1: Review Your Achievements

Describe a project you recently completed or results you recently delivered.

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What were your specific goals or objectives?

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What were the actual results?

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Did you meet, exceed, or fall short of your expectations?

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What were the key factors that contributed to your outcomes?

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Step 2: Reflect on Your Achievements

What do these results reveal about your strengths?

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What do these results reveal about your weaknesses?

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What have you learned from this experience?

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How do these results align with your values and long-term goals?

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Step 3: Revise Your Plans or Approach

What changes can you make to your strategy to improve future results?

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Are there any resources or support systems you need to seek out?

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What new skills or knowledge do you need to acquire?

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How can you adjust your expectations to be either more realistic or more ambitious?

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Step 4: Recommit to Next Steps

What are your revised goals or objectives?

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What specific actions will you take to achieve these goals?

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How will you hold yourself accountable to these commitments?

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What will success look like for you in this next phase?

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Refinement for Teams

This refinement process is useful for teams as well as individuals. All of the questions on the previous pages can also be asked and answered about your team, to explore what's currently going well, where you're falling short, and what you might start doing differently.

Step 1: Review Your Team's Achievements

Write down a project your team recently completed or results you recently delivered.

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What were your specific goals or objectives?

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What were the actual results?

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Did you meet, exceed, or fall short of your expectations?

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What were the key factors that contributed to your outcomes?

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Step 3: Revise Your Plans or Approach

What changes can you make to your strategy to improve future results?

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What new skills or knowledge do you need to acquire?

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How can you adjust your expectations to be either more realistic or more ambitious?

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Step 4: Recommit to Next Steps

What are your revised goals or objectives?

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What specific actions will you take to achieve these goals?

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How will you hold yourself accountable to these commitments?

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What will success look like for you in this next phase?

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Closing Thoughts

Refinement is an ongoing process. By consistently reviewing, reflecting, revising, and recommitting, you and your team can set yourselves up for continual improvement and greater achievements. Use this worksheet regularly to keep the Positive Disrupter Loop in motion and to continue to throw fuel on your fire inside.

Tool 9: Chart Your Disruptive Path

Use this worksheet to explore how disruption can help you achieve your desired results. By following the key steps on the following pages, you will systematically analyze disruption, derive actionable insights, and develop a plan to bring your ideas to life.

The nine blocks on the worksheet spell out the word *disrupter*.

Disruption

Insights

Situation

Results

Use

Plan

Tell

Execute

Refine

The same questions that apply to you as an individual can also apply to your team. You may wish to download extra copies so you can repeat this exercise more than once, or as a group.

See [jamespatterson.com/disrupt-downloads](https://www.jamespatterson.com/disrupt-downloads).

Disruption

Question: What is the disruption (e.g., change, incident, crisis, trend) under consideration?

Instructions: Begin by clearly defining the specific disruption you're addressing. Whether it's a sudden change, an ongoing trend, an unexpected incident, or a crisis, provide details that help explain its context and scope.

Insights

Question: How is the disruption reshaping opportunities and expectations?

Instructions: Consider how the disruption is changing the landscape of your environment, industry, or situation. Identify new opportunities that have emerged as a result of this disruption and consider how the expectations of stakeholders, customers, and team members might be shifting in response.

Situation

Question: How would you describe your current situation?

Instructions: Assess and describe your current position in relation to the disruption. Highlight the challenges you face as well as the strengths you possess that can help you navigate the situation effectively.

Results

Question: What are your current and desired results?

Instructions: Clearly state the outcomes you are experiencing. Then specify the results you aim to achieve in response to the disruption, making a clear distinction between your current status and your desired goals.

Use

Question: How can you apply the insights you identified above to achieve your desired results?

Instructions: Think about how the insights you've gathered can be applied to move you toward your desired results. Consider practical steps and actions that can leverage these insights effectively and outline how you plan to implement them.

Plan

Question: What is your plan to bring your idea to life (e.g., who, when, and how)?

Instructions: Create a detailed action plan that outlines the steps needed to achieve your desired results. Specify who will be responsible for each part of the plan. Establish a clear timeline for implementation, and explain how each step will be carried out.

Tell

Question: Whom do you need to tell or inform?

Instructions: Identify the people or groups who need to be informed about your plan and its progress. Determine

the best ways to communicate with these stakeholders, whether through meetings, emails, or reports, ensuring that everyone is kept in the loop.

Execute

Question: How will you execute implementation?

Instructions: Describe how you will track the progress of your plan. Set up review mechanisms for assessing progress and make adjustments as needed. Assign oversight roles to individuals who will be responsible for various parts of the plan.

Refine

Question: How will you capture lessons learned?

Instructions: Establish methods for collecting feedback throughout the implementation process. Make a plan for noting what worked well and what didn't, and consider how you will use these lessons to improve future actions and plans.

Disrupter Worksheet: Chart Your Disruptive Path




D	DISRUPTION
What is the disruption (e.g., change, incident, crisis, trend)?	

I	INSIGHTS
How is the disruption reshaping opportunities and expectations?	

U	USE
How could you apply the insights to achieve desired results?	



T	TELL
Who do you need to tell or involve?	

S	SITUATION
How would you describe your current situation?	





R	RESULTS
What are your current and desired results?	

P	PLAN
What is your plan to bring your ideas to life (e.g., who, what, when, how)?	



E	EXECUTE
How will you execute implementation?	



R	REFINE
How will you capture lessons learned?	

