
The
FIVE AND A HALF
Questions
EVERYONE
MUST ANSWER

In Search of Purposeful Identity

WORKBOOK



JOE PELLEGRINO

TOOL # 1
SIX TYPES OF DRIVERS



Do you recognize yourself as any of these types of drivers? Maybe you see yourself in more than one.

GLORY DAY Driver

You still bathe in old success, living in the bygone “glory days.” You are stuck in the past.

FEARFUL Driver

You are haunted by memories of past failures, unable to forgive either yourself or someone else. You are paralyzed.

NARCISSISTIC Driver

You just love to look at yourself in the rearview mirror. You’re consumed with yourself to an unhealthy, unproductive, and damaging degree, both with yourself and in your relationships with others. The world revolves around you.

INDECISIVE Driver

You are looking out the front window in a parked car, dazed and confused, unsure of which road to take. You are frozen, indecisive.

MR. MAGOO Driver

You are looking straight ahead, like a horse with blinders, going one hundred miles per hour, missing things—good things—and essential stop points along the way. You are going to run out of gas, but you don’t realize it. You are out of control and unaware of your surroundings.

MINDFUL Driver

Your eyes are wide open to the beauty of what’s before you, taking everything in. Your path is open as far as it needs to be, and even though the distant miles are yet unseen and ambiguous, you’re moving forward no matter what, being mindful of what’s behind, you but never held back. You will take the road as it comes.

1. Which driver are you? Which driver would like to be?

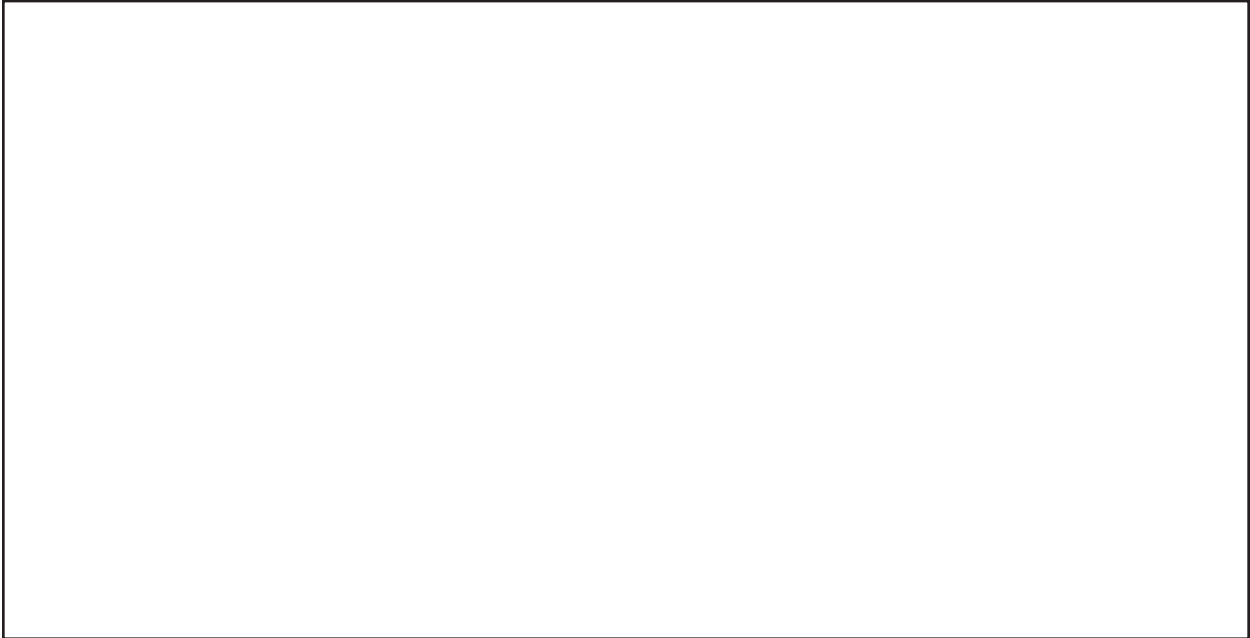
TOOL #2
PERCEIVED STRENGTHS



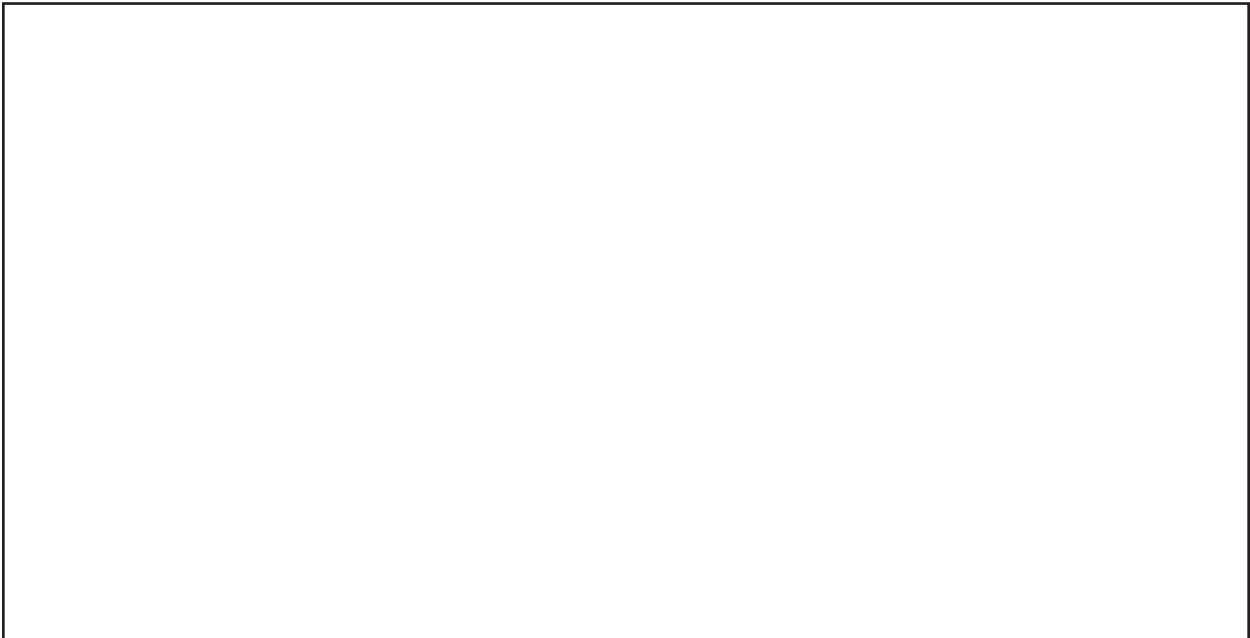
There's no big secret to identifying your strengths. All you need is self-awareness and the willingness to think. Try this: Write down what you believe to be your strengths. You can use this list as a jumping-off point. See if anything stands out to you.

Accuracy	Generosity	Perseverance
Action-oriented	Gratitude	Persuasiveness
Adventurous	Helpfulness	Persistence
Ambitious	Honesty	Practical
Analytical	Hope	Precise
Appreciative	Humility	Problem solving
Artistic	Humor	Prudence
Athletic	Idealism	Respect
Authentic	Independence	Responsibility
Caring	Ingenuity	Self assurance
Clever	Industriousness	Seriousness
Compassionate	Inner peace	Self control
Charm	Inspirational	Spirituality
Communicative	Integrity	Spontaneous
Confident	Intelligence	Social intelligence
Considerate	Kindness	Social skills
Courage	Knowledgeable	Straightforward
Creativity	Leadership	Strategic thinking
Critical thinking	Lively	Tactful
Curiosity	Logical	Team oriented
Dedication	Love	Thoughtful
Determination	Love of learning	Thrifty
Empathetic	Mercy	Tolerant
Energetic	Motivation	Trustworthy
Entertaining	Observant	Versatile
Enthusiastic	Optimistic	Visionary
Fair	Open minded	Vitality
Fast	Orderly	Warmth
Flexible	Originality	Willpower
Focused	Organization	Wisdom
Forceful	Outgoing	
Friendliness	Patient	

1. What are your strengths?



2. Ask someone you know who will give you honest feedback. What do they think of your list? They might disagree with you. Ask them why.



**There are several other tools that will help you identify your strengths through personality testing. Strengths Finder 2.0, DiSC, Myers-Briggs Type Indicator, and Enneagram are a few. These can help you find your core preferences and patterns.*

Your strengths are in you, and the Identity Thief would love nothing more than for them to remain dormant inside of you. But they are some of your greatest assets, your tools for accomplishing goals, impacting your community, and living a life of purpose.

TOOL #3
THE FIVE FINGERS OF STRENGTH



The Five Fingers of Strength uses your own hand as a guide to unlocking the power behind your strengths.



1. The Thumb: This is the hands' strongest appendage. The thumb has power.

Identify the top strengths within you. Use Tool #1.

2. The Pointer: This finger points the way.

How can you see the greatest strength you possess put into action in the future?

3. The Middle: The middle finger stretches out past all the others, taking risks.

What risks do you have to take to make your strength(s) a focal point of your life?

4. The Ring: It is quiet but paramount. The ring represents a commitment.

What do you have to commit to so your strength(s) can grow?

5. The Pinkie: The pinkie is the great equalizer. It completes the hand and helps hold everything together. This finger represents the little things.

What are the little things you can change today to feed your strengths?

TOOL #4
THE RIGHT SOIL & FOOD



I hope you'll start to recognize those small moments of growth potential for your strengths, but I have a few questions to get you thinking about the soil you plant your strengths in and the ways you cultivate them.

First, let's look at your soil. Where you live. I don't mean geography; I'm talking about where you spend your time and the people you surround yourself with.

You have to recognize these places and people in your life so you can thrive. If you ignore them or remain unaware of your surroundings and influences, you might end up planting seeds of greatness in the wrong soil and miss out on the growth that could have been. Try this simple tool to check your soil:

1. List ten people that influence your time. Then answer these questions for at least one:

Does this person build me up?

Does this person care about my success?

What does this person mean to me?

2. List five places you go that consume your time. Then answer these questions for at least one:

Does this place inspire me?

Is this place contributing to my strengths?

Who else does this place attract?

3. Now, once you've taken an in-depth look at those questions, ask yourself this: For my strengths to shine, what is the right soil that promotes just that?

Next, let's talk about your nourishment. You've got your strengths planted in good soil, but how are you feeding them?

1. What are you reading?

2. What are you listening to?

3. What are you writing?

4. How are you spending your downtime?

5. What are you watching?

This tool is universal. You can do it with your spouse, kids, friends, and colleagues—anyone who can help provide the answers you're looking for. The deeper you go, the more your eyes will be opened to who and what places are aiding or hindering your strengths and how you can make sure you don't miss those small moments of growth. After completing these tool activities, plug in what you know and watch your strengths grow in power.

TOOL #5
FIND A FRIEND



Character weaknesses can pose a severe threat to our true identity if we allow them to take root. One of the best ways to unplug such weakness is by having someone who I can share my burdens with, a person who holds me accountable to change—a friend.

Many of us would rather skip this part on character weaknesses. We don't want to waste time on improving a part of ourselves that we can easily keep hidden. Sometimes we internalize our thoughts, feelings, and struggles, and try to travel the road alone when, on either side, there are people who are willing to help. Our journey toward purposeful identity doesn't have to be isolated; we should not detach from each other. So reach out and ask a friend to keep you accountable. It's a daily battle, a continual surrender when it comes to a character weakness. Every day we fight to lay down our pride, our lying, our cheating, our selfishness, and our wandering eyes. Be grateful for the friends who have been there for you and cultivate those kinds of relationships in your life.

1. What is a character weakness in your life?

2. Do you have accountability? If so, who?

3. How might your character weakness be redeemed and reutilized as a strength that will benefit yourself and others?

TOOL #6
IDENTIFY YOUR WEAKNESSES



Are you able to identify your weaknesses and move yourself to action in either overcoming or supplementing?

Write out your perceived weaknesses below in the chart. Ask trusted individuals if they agree with you or not. Remember, identifying a weakness isn't an end; it's all about figuring out the unique roadmap for your growth and success despite your weaknesses. Nick Vujicic possesses a DNA weakness, but with help, he has navigated around his weaknesses and supplemented them in some cases to have a greater impact on others than most!

DNA Weakness	Character Weakness	Aptitude Weakness	Circumstantial Weakness
<i>Ex. Physical Restriction, Mental Health, Physical Health</i>	<i>Ex. Impatience, Laziness, Passive, Workaholism, Avoidant, Aggressive, Controlling, People-Pleasing, Lying, Proudful</i>	<i>Ex. Math, Music, Athletics, Linguistic, Artistic, Abstract Reasoning, Spatial</i>	<i>Ex. Death, Divorce, Trauma</i>

Next, for each weakness you identify, is it a weakness you need to or can overcome, or is it a weakness you'll need to match with the strengths of others?

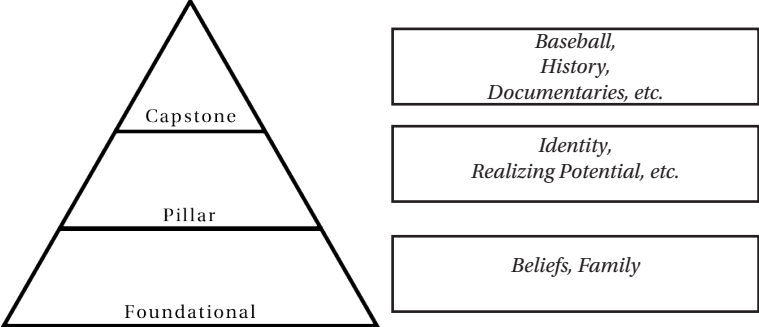
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TOOL #7
INTERNAL PASSIONS PYRAMID

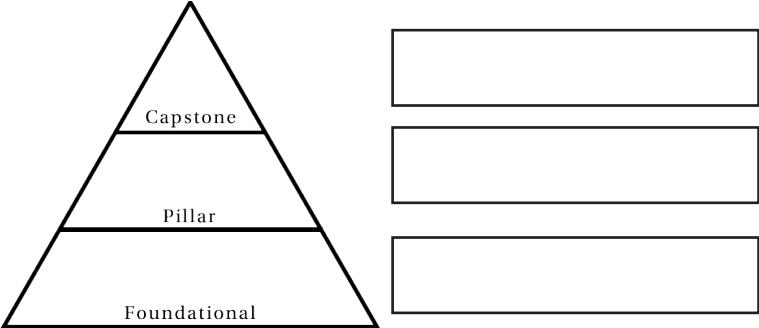


Make a pyramid of your internal passions, identifying foundational passions up. These are the things that get you excited. As you write them down, explore how these passions might serve others, a critical piece in your purposeful identity.

EXAMPLE



YOUR PASSION PYRAMID



How can my passions service others?

TOOL #8
GOING DEEPER



Identify your external passions. What breaks your heart? World hunger? Go deeper. Get more specific.

Is there a specific region, people group, or cause of hunger that pulls at your heart?

Ok, go even deeper. How can you specifically help? This might take time to figure out. But don't sit around waiting to do something. Do the next thing you can do right now, and you'll be well on your way. Remember, this process is about moving you forward. You can't jump to the end of the finish line. You have to be willing to take a thousand small steps to get there. So follow the small proddings now and keep going deeper.

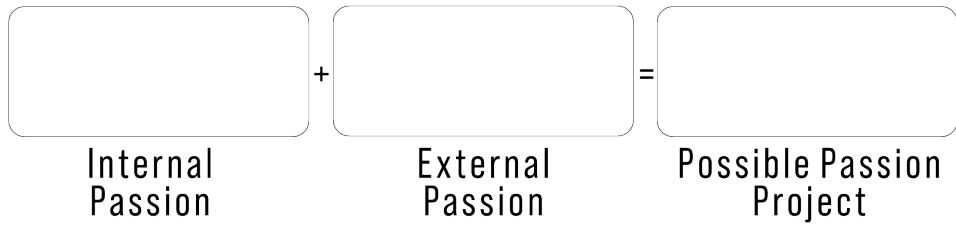
1. What are your external passions? What's the tip of your iceberg? How deep and specific can you go in?

2. What can you do about your external passions today?

TOOL #9 CONVERGENCE



Fill in the following formula. You can try multiple variations:



For every passion or passion project, you have to ask yourself how it can meet your strengths.

Maybe you have a passion for fighting against human sex trafficking. What strengths can meet a need there?

We don't want to find ourselves passionately on a doomed path like the Jacobites. Whether or not their cause was just, their downfall was failing to assess the strengths of their militia. In short, the members of the rebellion lacked self-awareness.

Fill out the following chart, identifying various combinations of your passions and strengths and what the possibilities for purpose might be.

PASSIONS	STRENGTHS	POSSIBILITIES
<i>Ex. Baseball & Identity</i>	<i>Ex. Speaking</i>	<i>Ex. Identity Seminars for athletes</i>

Knowing your passions is life-changing, a key element in your identity. When it comes down to it, no one — not your boss, your spouse, your parent, or anyone else — can tell you what passions stir inside of you. Listen to your passions. Listen to what's in your heart, and then test it against the truth. Just because something is good doesn't mean it has to be your purposeful passion, but when you discover your purposeful passion, test it against what is good.

1. Is this passion life-giving to myself and others?

2. Does it align with the truth and what is good?

Additional Questions on Passion:

1. Has your passion overshadowed or taken precedence over your most important relationships?

2. Has your passion become your whole, or the majority of, how YOU or others identify yourself?

3. Have you settled for the idea of passion instead of employing it in your life?

4. Are you willing to sacrifice for your passion? If so, what do you think you will need to sacrifice?

5. Are you willing to invest in your passion? If so, what do you think you will need to invest?

TOOL # 10
WHAT'S HOLDING YOU BACK?



The Identity Thief, remember, does not want you to uncover your passions, and he definitely doesn't want you to act on them! By acting on them he knows you will come alive, and that is a great threat to his plan!

If something is holding you back from realizing, accepting, or pursuing your passions, ask yourself, "Why?" Use the following questions to guide you as you explore those reasons.

1. Have you experienced past disappointment in pursuing your passions?

2. Have you tried and failed to pursue a passion and met with failure?

3. Are you suppressing a passion because you fear the call or failure?

4. Have you ever been told your passions would never amount to anything? Did it shut down the excitement you felt?

5. Has someone told you that your passions are pointless or have no place in this world?

6. Has anyone told you that you lacked experience?

7. Do you believe you're not good enough, smart enough, or capable?

Whatever it is that is stopping you is temporary. If you take the time to work through what holds you back, you will overcome it! That requires the stillness of contemplation and critical thinking as well as the action of reaching out. Talk to people closest to you. Find a coach who can bring it out of you. Whatever you need to do, do it! There are no excuses. There are no shortcuts. Remember, we all experience life, but not all live it!

TIPS FOR DISCOVERING PASSION

1. Always be hungry to learn.
2. Always be humble.
3. Never settle when you feel that prodding.
4. Take the chance, but use wisdom.
5. If you fail, learn the lesson.

TOOL #11
YOUR NAME



There is great power in your name if you can harness it.

1. What do people think when they hear your name?

2. Are their perceptions an accurate reflection of your character?

3. Where will people find your name written?

4. In what places will they hear it spoken?

Your name is important, write it here: _____.

What do *you* think when you see your name?

TOOL #12
WHAT'S YOUR LABEL?



Which of these labels describe you?

Authentic. You have been labeled accurately inside and out. It is genuinely who you are.

Inauthentic. You have been labeled inaccurately. As the tale goes, sometimes wolves put on sheep's clothing. Other times lions can be so deceptively quiet that their unsuspecting target may be utterly unaware of the impending danger they face. Either way, bad or good, the label given is inaccurate and ingenuine (and potentially harmful).

Identifiable. Your branding is clear across the board. Your name, service, stand, label, and legacy all match up. When people meet you, they know who you are and what you're about and find consistency.

Unidentifiable. You are either all over the place or indecisive. Both yield the same result: an unclear brand.

Dependable. You are who you say you are. Period. People can count on your brand to be the same no matter what happens.

Undependable. You shift and change your stance, your service, and your name at any whim.

1. Is your brand authentic, easily identified, and dependable?

Just like with any business, different systems and procedures need to be mastered to produce success. A genuine label is just one of the systems that are required for success.

TOOL #13
WHAT'S YOUR BRAND?



Identifying your brand is critical to a whole, authentic, and powerful identity. We can't change until we face the truth of things. If you find yourself dissatisfied with your brand, you have the ability to make changes, but first, you have to take inventory of where you are. Take a few minutes and answer these questions.

1. The Name: What does your name convey?

2. The Label: How do people label you? Is it true to who you are?

3. The Stand: What do you stand for?

4. The Service: Why should/do people come to you?

5. The Legacy: What are you/will you be known for?

TOOL #14
THE NOW AND SOON



You've thought about the elements of your brand in Tool #13. With that in mind, think overarchingly about what are you currently known for. Write it below. Then, think about what you would like to be known for, a vision for the future. Your Soon might reflect your Now, or it might be completely different. Whether to keep you in line with a current trajectory or choose to completely reroute, writing out your Soon will help you determine, build, or reinforce your brand.

What are you known for now?

What will you soon be known for?

TOOL #15
IDENTIFYING THE FOUR FACETS OF BELIEF



If this is the first time you're really asking yourself, "What do I believe?" here are some ways to get started before jumping into Tool #15.

1. Notice your thoughts.
2. Take time to journal and make a habit of reading back what you write.
3. Ask questions, and notice the patterns your questions follow.
4. Pay attention to your actions, and ask others what they see.

STEP ONE

Read the following examples of four belief statements, one for each facet of belief. Then, in the space provided, write out your own belief statements. Be as specific as you can be. You are not limited to just one for each. Write as many as you think of, noticing if any are in conflict with each other or if any patterns emerge.

Example

Self

I believe I am good/bad, loved/unloved, guilty/forgiven, unattractive/attractive, smart/dumb, capable/incapable.

Others

I believe others (feel free to do this exercise with specific significant individuals) are trustworthy/untrustworthy, for me/against me, necessary/unnecessary, have good intentions/have bad intentions.

Existence

I believe life is full of meaning/meaningless, a great journey/miserable journey, full of disappointment/full of hope, a path to something greater/a dead end, full of chances to learn/full of chances to fail.

Spiritual

I believe in nothing/something, myself/ higher power,
Chance/a bigger plan.

Your Turn

Self

I believe I ...

Others

I believe others (feel free to do this exercise with specific significant individuals) ...

Existence

I believe life ...

Spiritual

I believe in...

STEP TWO

Once you've written out your belief statements, your next task is to monitor how your beliefs and actions work together, or if you notice a disconnect. As you notice any synchronicity or asynchronicity in your actions, write them down in the space provided. See below for an example.

Example

#1

Belief Statement

I believe I am good.

Supporting/Disproving Action

My actions disprove this belief. I talk down to myself a lot, and I've noticed I self-deprecate when others compliment me.

Your Turn

#1

Belief Statement

Supporting/Disproving Action

#2

Belief Statement

Supporting/Disproving Action

#3

Belief Statement

Supporting/Disproving Action

TOOL #16
TESTING YOUR BELIEFS



You can do this exercise with any facet of belief. Here are some examples from a broad range of belief statements:

About Yourself: I believe I am the worst athlete.

About Others: I believe that politician is telling the truth about climate control.

About Life: I believe life isn't fair.

About Faith: I believe in God.

Then, complete the following:

1. Write down a belief statement.

2. Is this belief true?

3. How do you know it's true?

4. How has your belief been tested?

5. When someone opposes your belief, how do you react? You might want to ask someone you trust to help give you perspective on this.

6. Does your belief hold you back or propel you forward?

7. Through the storms of life, has your belief strengthened or weakened?

8. What questions do you have about your belief?

9. Have you spoken to someone who may be able to verify or prove your belief wrong?

10. Have you taken the time to ask questions and research? If so, write below.

TOOL # 17
WHAT'S YOUR MENTALITY?



Do you live your life with a *Why* mentality or a *Because* mentality? Below are some characteristics of each. See if you recognize yourself in either.

Why	Because
<i>Curious</i> <i>Humble</i> <i>Optimistic</i> <i>Motivated</i> <i>Childlike Eagerness</i>	<i>Prideful</i> <i>Know-It-All</i> <i>Shuts Others Down</i> <i>Elitist Attitude</i>

Right now, I am living with a _____ mentality.

You've been gathering a lot of information and data on yourself these past few chapters. You've had to identify what your strengths, passions, brand, weaknesses and beliefs are. Now, you need to go deeper and ask Why?

1. Why do you have those strengths?

2. Why do you have those weaknesses?

3. Why are you that brand?

4. Why do you have those passions?

5. Why do you believe what you believe?

TOOL # 18
THE SPECIFIC PURPOSE TEST



A specific purpose will serve others. A specific purpose is grounded in truth and in line with your core beliefs. A specific purpose will make use of and develop your strengths, gifts, and talents. A specific purpose fights to make peace, not keep the peace by sweeping issues under the rug and people pleasing.

If you think you know your specific purpose, put it to the test.

1. Is it rooted in the truth or the pursuit of truth?

2. Does it serve others?

3. Is it profitable for your growth?

4. Does it build others up?

5. Does it take advantage of your strengths, gifts, and talents?

6. Does it MAKE peace? If so, how?

TOOL # 19
FAILURE FOR THOUGHT



There's nothing constructive about beating ourselves up over our failures. Remembering or admitting our failures for the sole purpose of edification, however, is good! Failure has a bad reputation, yet it has in it the opportunity for the greatest personal growth and even success, however, you define it.

Take a moment to write down your top two failures in life so far. Use as much detail as you need to. This is for your eyes only. What lessons have these failures imparted to you? Or are your failures still waiting for you to excavate the lessons left there?

Failure #1:

1. What was the outcome?

What did you learn?

How has the experience contributed to your personal growth, work life, spiritual life, mental health, etc.?

If your failure has not produced any growth, what can you do now to allow that growth to happen?

Failure #2:

What was the outcome?

What did you learn?

How has the experience contributed to your personal growth, work life, spiritual life, mental health, etc.?

If your failure has not produced any growth, what can you do now to allow that growth to happen?

TOOL # 20
ATTITUDE ADJUSTMENT



One day a donkey fell into a well. The well was deep and the donkey was old. His owners decided it wasn't worth the effort to get the donkey out. Instead, they invited some friends to come over with their shovels and bury the donkey alive. When the first few shovels of dirt hit the donkey's back, he panicked, but then he had a thought. He didn't want to die yet. So when the dirt hit him he shook it off and stepped on the mound. He did that with every shovelful of dirt. The mound got higher and higher until eventually, he was able to walk out. If the donkey had denied that the dirt was filling up, he would have been buried. If the donkey had only felt sorry for himself, he would have been buried. But because he shifted his perspective and attitude, he was able to walk out.

We can change our attitude by accepting things as they are, identifying a way to move forward, and shifting our perspective to see how situations can be repurposed to our advantage. Practice radical acceptance to avoid toxic positivity and "good vibes" that will fizzle out.

1. Write down your reality, the good and the bad. Be as extensive as you wish.

2. What about your reality can you change?

3. What about your reality is out of your control?

4. What are the positives of your reality?

5. What are the negatives?

6. Why do you want to change your situation or reality?

7. How can you shift your perspective to see your situation as a growth opportunity rather than a stumbling block like the donkey?

TOOL #21

S.O.Y.

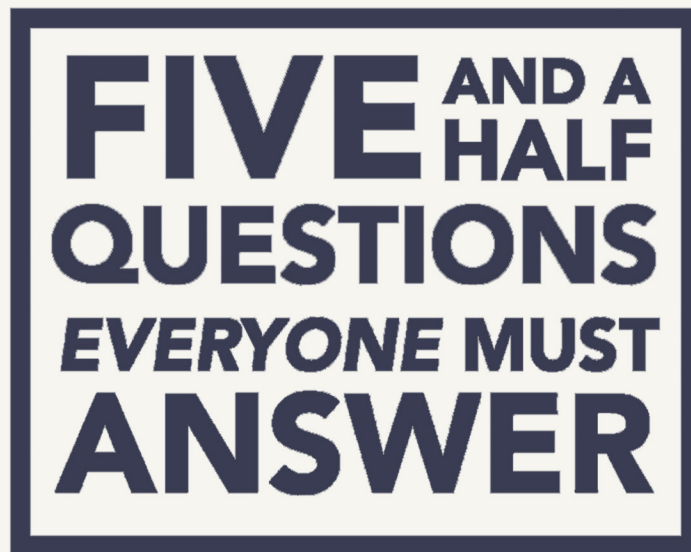


Now, it's your turn. Your final tool of this book. Write down your Snapshot of You. Put it somewhere you can read it now and then. Use it as a check-in point along your growth journey. It will probably change as you learn, gain new experiences, and dig deeper into what you believe and why. That's ok.

Example

My name is Joe Pellegrino. My strengths include public speaking, teaching, coaching, leadership, perseverance, creativity, drive, and vision. My weaknesses are self-confidence, writing, and detailed work. I sometimes struggle with integrity and saying no to others. I am passionate about seeing others, especially men, become all they were created to be. I am also passionate about my family, whom I love very much. I also love the game of baseball, through which I have learned so much about life. At one time, my brand was not good, but I now believe that has all changed. People who know me believe I am a man who cares very much about others and wants to see them attain purpose and success in their lives, and that I will do what I can to help them get there. I also believe people trust me and that if I say I will do something, it will be done. I believe in the words of the Bible and therefore believe that Jesus is the Savior of the world. I believe I was made for a purpose, and that is why I do what I do. I believe this because I have gone through life with myself being the focus, and nothing ever worked. While I experienced success, there was never true fulfillment or joy. After studying the Scriptures and opening my eyes to the world around me, I saw the truth. My belief system allowed me to unleash a purposeful identity in my life.

Take some and write your SOY. Review it for yourself. Then, find someone you trust with whom you can share it.



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