

The Power of Purpose

Welcome to the -- The Power of Purpose , my name is Melanie Ordonez , and I am one of the moderators today. I would like to welcome our guest speaker, Dr. Jon Metzler. Currently serving as a senior director of human performance for Magellan federal. He provides strategic thought leadership on systems, resources and processes , that help organizations optimize performance , enhance resilience, and sustain readiness in their executives, leaders, and teams. In addition to over two decades experience providing performance psychology consultation to collegiate, Olympic, Paralympic, and professional athletes and teams, Dr. Metzler has played a major role in the development and growth of a highly specialized staff of cognitive performance coaches. They have delivered over 2.7 million trainings and coaching engagements across the United States Army in the past five years. He is a past president and fellow of the Association for applied sport psychology, and currently serves as the chair for certified mental performance certification. He has also served on a variety of committees for the American psychological Association. With that said, I am going to pass it over to Dr. Metzler .

All right. Thank you so much. And welcome, everyone , to pile on the jokes about not having a camera on, my dad always said I had a face for radio, so you get to benefit from a voice, and not a video image of me. But thanks for joining. Welcome. I am actually going to give you a little bit of a story about my purpose and where we are and introduce you to a couple of our , my co-speakers, who are going to take you on this journey the rest of the way. I really started in the career of performance psychology as I ended my undergraduate with a purpose that I was going to go off and be a consultant for an elite organization. I had my eyes on the Boston Celtics growing up as a fan of the Celtics and some family connections to Massachusetts. But as I entered into grad school and got my Masters and into my PhD , I found that my purpose was evolving. I saw an opportunity to have a bigger influence on just the development of people in general. Specifically , in developing future certified mental performance consultants and with that being said, I am really proud to introduce Piers Kowalski and Meg Helf as two colleagues of mine that I have worked with for over a decade now, each. They have developed alongside me and have evolved their own purpose over time. Piers has over 10 years of experience, both conducting the master resilience trainer course within the United States Army and delivering performance psychology to first responders and healthcare professionals . More recently, in the corporate environment , he has also worked with athletes of all levels and various different sporting contexts . So he's going to start you off here in just a minute, but I also want to introduce Meg Helf, who will be co-presenting with peers, who actually has almost 15 years of consulting experience within the United States Army context. She has conducted over 70 master resilience trainer courses, and has focused on such aspects as Army Ranger competitions, special forces selection, as well as a variety of other Army context. She actually got to move around to various Army installations throughout the continental U.S., and including Hawaii. So, without further ado, I'm going to hand it over to Piers to take you on the rest of the journey.

Thank you, Jon. We are excited to be here and to have the opportunity to talk with everyone about the power of purpose. You know, connecting and sharing. Not just what we know on the philosophical side, but also from some of the relatively newer research about having a sense of purpose. Because, in all of our work teaching and training resilience and high-performance purpose, or having a sense of direction in your life, continually comes up as a key theme. It propels people to higher levels of performance and strengthens their ability to persevere their tough times. But there is also some myths and misconceptions about a sense of purpose. That prevents many of us from feeling like we have a sense of purpose or that it's for us or that it's

within our reach. One of our goals here today is to define, or maybe redefine purpose, to dismantle some of those myths, so that we can all better understand what it means to have a sense of purpose to we will come to understand that having a sense of purpose can be available to everyone. It's important, because the impact that purpose can have on your life is incredible. So we will talk about how purpose can operate as a driver of resilience. We will talk about how cultivating and connecting to our sense of purpose can help us in times of transition or uncertainty. Whether that is related to the prolonged pandemic state that we are finding ourselves in. Or the uncertainty about the economy or career, as a family. As well as a host of other benefits and purpose. And perhaps, most important, we will talk about strategies that anyone can use to cultivate an essence of purpose. Contrary to popular belief, purpose is not something that you have. It's not something that you magically stumble upon, but rather, it can be cultivated and grown intentionally.

Before we even dive into everything that Piers just laid out for us, so the definition of purpose, discussing the benefits and how to cultivate purpose, what we want to do here is just give you an all an opportunity to reflect individually so that we can anchor these conversations to your life. So, or are a number of questions here on the screen for you to start thinking about. First question. Do you feel your life is a clear direction? Second question. Do you feel your daily activities, so what you are doing day in and day out, are they engaging, are they important to you? And the third question here is, do you feel really happy, energized, and super passionate about your talents, your interest, your passions, your hobbies? And what we want to do, as you are thinking about this and thinking about these questions within the context of your life, we are actually going to activate a poll. We would love to hear how each of you are reflecting on this. We are going to focus on that first question that we looked at. Do you feel that your life has a clear direction? There are five choices for you to choose from. The first one is I have not thought about direction before. Has not really crossed my mind to ponder this. The second option is I don't have a clear direction. Maybe you have thought about it, but you haven't come up with one. The third one is I think I have a direction, but maybe it is not clear. So it is not super refined. The fourth option is I have a clear direction to you can articulate it. And then the fifth one is I have a clear direction and it drives my daily activities. So you know how your direction is really influencing your life. So I will give you a moment to answer here. And I am seeing the results slow down. I'm going to end this poll. We can see the results that we have. So most of you, 48%, said I think I have a clear direction, but maybe it's a bit unclear. We have 19% saying I do not have a clear direction. Third from the top, 16% of you say I have a clear direction and it drives my daily act of these. 15% of you say I have a clear direction, and then only three of you are thinking, you know, I've never really thought about this before. So, regardless of how you answered this question, we are going to have something for you within this webinar. For the 48% of you that said that, you know, I don't have a clear direction. I've thought about it before. What we are going to help you do here is really think about how we can define it. Grab some clarity. Grab a hold of this intentional process of cultivating your purpose and really refining that purpose. For those of you that think that you don't have a purpose, you have not identified one, we've never even thought about it before, you might just be thinking, you know, am I even in the right webinar, I don't even know what these people are talking about. I want to encourage you to stay with us. What we are really going to do is plant the seeds of understanding what purpose really is. Maybe what it is not. And why it is beneficial and how do you leave here with some tangible strategies to start bringing purpose into your life? So for those of you that you say you do have a clear purpose, I know how it drives my behavior, my activities already, what we are going to aim to do here is identify how purpose is already helping you, and maybe how you can integrate purpose into your life, even more intentionally. How you can help others cultivate their

purpose, whether that is at work or at home, or even just within your community. So, however you answered, we are going to start off by getting a better understanding of exactly what purpose is.

All right. We have already started to develop this understanding, this sense of what purposes. It is about a forward-looking directionality. That it's related to how we engage in feel in various activities. Is this idea that our activities are important in some way, and it energizes our efforts and provides a sense of significance. I am going to pause here to make sure that we get more clear on exactly what we need and mean by purpose. Here are some of those common misconceptions I mentioned earlier. First, I want to differentiate a little bit between meaning, purpose, and goals. They often get mixed up or used interchangeably. We derive meaning by reflecting on past events. It is how we make sense of the things that have already happened. Purpose is a form of meaning, which is why sometimes this gets tricky. The purpose is less about what has happened, and it's more about aspiring to accomplish something that ahead of you. Which is why purpose and goals sometimes get mixed up. So, while goals are also forward-looking, goals are something that you can check off a list. They are specific and tangible. Purpose is something that we are continually striving for. We can get close, but we can always do more. There is not really an endpoint. This is an important distinction, because if or when we confuse purpose and goals, we can feel lost. Like, when we accomplish a goal and have a sense of like, there's nowhere else to go. So, they are related, but purpose is something that we are continually striving for. Now the second thing, I want to differentiate or dispel the myth that purpose has to be like this world changing or grandiose level. The truth is that there are various categories of purpose. It could be creative, financial, personal recognition, or prosocial, which is the intent to benefit others. Purpose can be to be a great parent. It can be to fight for social justice. It can provide better opportunities than you had, to live a life of faith or add beauty to the world. There is really no end to what purpose can be. Now, we do know that those who have a purpose that would fall into that pro social category, which is having the intent to benefit others, or is connected to something outside of yourself, that can be the most powerful, in terms of the benefits that we gain from having that sense of purpose. Meg, are you there? Did we lose you?

Oh, the mute function. A couple of years into being virtual and it still that mute button. Sooner or later I will get used to this. Thank you. Yes. So this is really what I think is really interesting that purpose is that it drives so many different benefits, and really a range of domains throughout our life. So think about this slide as why purpose matters. Why it is really critical and worthwhile to take the time to cultivate purpose. The first benefit is that we see that purpose impacts our overall health. Research shows that purpose to an individual's are healthier to they live longer. Show lower incidence of heart attack and stroke, recover faster from surgery, and even report less psychosomatic symptoms, which is when we have this physical illness that is further aggravated by a mental factor, such as conflict or stress in our lives. So, these often manifest as headaches and stomach aches. When we have purpose, when we identify what our purpose is, we just feel better. Secondly, purpose improves our cognitive abilities. You see this in the short and long term. In the long run, we see slower rates of cognitive decline as we age. There's even a lower risk of developing Alzheimer's disease that we've seen in the research. A more immediate effect is an increase in psychological flexibility. So, we have more mental agility, being able to take other perspectives and combating these cognitive biases that often get in the way of us seeing situations accurately. So, whether we are solving a complex problem at work, if we are engaged in a pivotal conversation at home, or maybe just innovating new approaches, we have a greater focus on developing solutions. This third benefit, I'm sure that you have all either felled to yourself, or seen in others firsthand. When we connect our purpose to our work, we

have increased engagement. So, our motivation goes up. Our perseverance challenges goes up. When work is meaningful to someone, we can see them light up with passion. They are engaged and engross themselves in the task. They go above and beyond, as opposed to just kind of going through the motions, which, ultimately, in a work context, impacts performance, productivity, and actually job satisfaction. So, we are happier at work. We are more likely to stay with our company or organization. The fourth benefit is that purpose also provides this buffer during challenging and stressful times by answering the question, why are we here? Why is this challenge or adversity worth going through. Or maybe even suffering through? Some of you may be familiar with the late Victor Frankel, who if you are not, I would definitely recommend giving him a Google, looking him up. He was a Holocaust survivor, a psychiatrist, and a author known best for his book *Man's Search for Meaning*. He says that, through meaning, we have direction, purpose, and this driving force with which to push through hardships and adversities and even just the day-to-day struggles. This is something that he noticed in the concentration camps, that people who were had a meaning in the future, which is what we are talking about with a purpose, they were more likely to survive. For him, this really shifted the question to a much deeper level. The question was not just about survival, but there had to be a Y of survival. What is the driving force? This layer can really apply to people in various stages of well-being. So whether we are suffering or we are struggling, muddling through, or even if we are thriving, it's really important for us to identify what our Y is. How can we find new ways to engage that. During times of transition and uncertainty, so if we are starting a new job or position. I see there are some questions about retirement coming up. All the ambiguity that came along with the COVID pandemic. Wondering whether you are on mute or not. No, I'm just kidding. Or, you know, restructuring within an organization. All of these times where we are really within the world that we are in, there is much more uncertainty and ambiguity. So, whenever self-doubt has this potential to creep in. Purpose reinforces our identity, who we are, when we bring to the table. What's important to us. And it asked as a stabilizer or an anchor to whether the changing tides. Last benefit we have on the screen, why purpose really matters, is that purpose is a mood regulator. It helped us remain even keel even in negative situations. Positive situations, too. Our mood is not dependent on our surrounding environment and events, which is really an advantage because we don't always have control over what goes on around us. So whether kids are getting sick at home, whether we are locked in a cell, or maybe we don't to may be our best friend is at work and believing, giving their two weeks notice. We get a promotion. Really independent of the events that are going on in our lives, we are still bringing our best selves to the table in a consistent way, which is really critical for not making emotionally charged decisions, not saying things that maybe we didn't mean, and developing and maintaining relationships. We see that purpose driven individuals tend to have broader and deeper social networks, it is really important to us, because we are innately social beings. These are five important benefits that any individual can reap from developing purpose. And often, people have not really thought about their purpose, as we went to that poll. No, 19%, or 40% were unclear. 19 did not have one. 3% have not ever even thought about this before. So, what we are going to do here is really shift from talking about the benefits, because maybe we did not have an opportunity to reflect in this deep way. We haven't had the opportunity to be intentional and be able to articulate our purpose. So, we are going to shift from these benefits to really doing the work and focusing on different ways each of us can cultivate our purpose.

All right. So this is the part that I am most excited about. Here, we are going to talk about different pathways to purpose. So, for those of you that have a clear sense of purpose, I am hoping that this raises your awareness, or maybe deepens your understanding of where your purpose comes from. For those of you who are still seeking or working to find a purpose, or

maybe in a time of transition, these are ways that we can intentionally develop your own sense of purpose. So, we are going to spend some time here, and just to give you an overview of what we will do, I am going to overview each of the three pathways, and then I am going to do a poll for everyone on this call, the folks here who already have a sense of purpose and get a feel for where their purpose came from. Then, we will dive a bit more deeply into each of these pathways to purpose, with some stories and some examples. Then, I want to do a second poll for those of you who are still working to find your purpose, to find out which of these pathways feels most accessible for you. So, here's a quick overview. The first pathway to purpose that we talk about is what we call gradual sustained learning. This is looking back to inform how you move forward. So, it's the exercise of reflecting on, you know, current or past activities. Evaluating which bring you the most meaning. Which make you feel the most alive and connected. Then, identifying the meaning from that and translating it forward into purpose. The second pathway to purpose is what we call sudden, unplanned learning. This is the experience of developing a clear sense of purpose after a profound or major life event. So something big or disruptive enough that you gain insight on what is most important to you. Where you want to spend your time and your effort. The third pathway is called social learning. And this is when we are inspired to seek and develop our own sense of purpose after seeing a strong sense of purpose in someone else. It is coming to understand the power of purpose by seeing it in someone else's life and wanting that in your own life. So, there's much more to share here, but I am going to pause and we will go to our first poll. This one that we are going to pull up, again, it's for those people who feel like they have a sense of purpose. So, probably, I think there about 81% of you who felt like you had a clear sense of purpose, and we are curious to know where like, which pathway correlates with how you discovered your purpose. So, give people an opportunity to weigh in here on where they feel like their purpose came from and when the number slid down, will close the poll. Still got a few votes coming in. All right. It looks like it has slowed down. Okay. So, what we see here, if we go ahead and broadcast, is we see that, and I love this. This is why like I'm so excited to do this poll. Because 60% of people on this call, who feel like they have a clear sense of purpose came from this pathway that we would call ritual sustained learning. Let's see. I will just roll through the others. 24% said it came from sudden unplanned, and 16% said it came from social learning. So this idea of like, 60% of people on this call have a sense of purpose, it came from this process of reflecting, and then translating that meeting forward. And, I love this because I think, all too often, there is the sense that you stumble upon your purpose and yet, here we see that most people didn't really stumble upon it. There was some intentional reflection and working forward. So, let me dive a bit more into each of these pathways of purpose. And we will get a better sense through some stories and examples of how each of these pathways works, and then we will come back to another poll. This first one, agile sustained learning, I'm going to use an example of Andre, one of the greatest tennis players of all time. And in his autobiography, he so clearly demonstrates this pathway to purpose. He says that he didn't feel fulfilled in his journey until he reflected on what brought him the most meaning. So that he could find his sense of purpose. So in his autobiography, he talks about reflecting on two really specific experiences, where he helped others. He says, quote, helping Frankie provides more satisfaction and it makes me feel more connected and alive in myself than anything else that happens in 1996. I tell myself, remember this to hold onto this. This is the only perfection there is. The perfection of helping others. This is the only thing that we can do that as any lasting value or meaning. This is why we are here, and quote. About 18 months later, after he helped a friend's daughter, who is recovering from his surgery, he reported on a similar experience. He said, quote, I find the thing that I've been seeking. My part in easing her suffering. This is the reason for everything. This is why we are here, to fight through the pain, and, when

possible, to relieve the pain of others. It is so simple, and yet so hard to see." Here is the thing. Later that year, he started his charitable foundation, which is a school for underserved youth. And, a few months later, as he was having a great comeback run in tennis, he described why he wanted to win so badly. He said I realize precisely why heard it is not about my comeback. I am playing to raise money and visibility for my school. After all these years, I've got what I've always wanted to something to play for larger than myself. So, you can see how looking back on the most meaningful moments helped him to discover his purpose moving forward and then what that purpose did for him in terms of energy. So those of you who are asking some questions about , you are in a period of transition, maybe coming on retirement or shifting in life, what I want to highlight here is that he had spent a lot of time playing tennis and he was able to connect his purpose to tennis, but they were not necessarily connected from the outset. It wasn't there the whole time. So, that is an example of gradual, sustained learning. Now, let me get into the second, so sudden unplanned. I'm going to use an example from Pete Carroll, which I have learned that, talking about Pete Carroll is almost as divisive as talking about the patriots, so give me, but I'm going to go for it anyway. Pete Carroll shares pretty openly about being fired from a few jobs, and last time that he was fired, he talks about it as a turning point in his life. He says, quote, from what felt like a the worst time of my life came some of the most important lessons that I have learned. It set me on a course to where I am today. So, it could be, you know , losing a job, it could be having a baby. It could be getting married. You know, people who are diagnosed with cancer or other diseases feel a sudden awakening to a purpose or a calling. And this is the one, the pathway to purpose I think they get the most attention, potentially, but as we saw from the poll results, is not necessarily the only way. Lots of people develop their purpose from other pathways. Let's dive in to the third, which is social learning. This is, you know, this is the story of being around. It's looking up to others, who have a strong sense of purpose. We often see that sense of purpose, you know, what it does for someone else, and we want it in our own lives. We may follow a similar path, or we may find a separate one, but the idea is that we learn about purpose or somebody else in our life. This is a fairly common experience in service members, who have a legacy of military service in their family. Or, families of faith, in these two examples, Purvis can translate from generation to generation. And just as a quick note, to clarify, we don't have to cultivate the same purpose like in these two examples. As those other individuals. But we learn about purpose through others. Hopefully , what is clear now is that there are more than one way to discovering or cultivating or growing your own sense of purpose. And while it might take a little bit of work, the effort is worthwhile because the benefit that Meg talked about earlier that came with having a sense of purpose. Okay. Now, what I want to do, is go to that second poll. And this is for all of you. I mean, 21% of you who either have not thought about purpose yet, or you feel like you don't have a clear direction, and even for those of you who maybe feel like you have a direction, but it's not clear. The 48%. Which of these pathways, now that you know little bit more, feels the most accessible to you. The way that you can intentionally cultivate your purpose . Still got some numbers. Some boats coming in. Let people vote. When they slow down, we will close it up and redo the results. There we go. So, it looks like it slow down . We will take a look here at these results . And what you see, again, is like a vast majority , so, 65%, are looking at gradual, sustained learning. This idea that I can look back on my past and find the things that me the most energy and meaning and connection, and I can use those going forward to help my purpose. 17% are looking and saying, you know, sudden unplanned learning. I think that the pathway can leverage. An 18% essay there are people in my life, social learning, there are people in my life who I think have some purpose. And I can learn from them and translate that into my own life. And I, you know, hopefully you are feeling like you have, with this, more agency or more power now to cultivate

your own purpose, and this is one of the major elements that we wanted to bring to you all. Today, the research. There are intentional ways we can cultivate and hone our purpose. We don't just have to wait for something to happen to feel like it is going to pop up for us. And so if we could, we will move the whole there. I'm going to bring it back to Meg and wrap us back up to Yes. Let's review, recap what we went through today. And as Piers just went through, there are different ways for us to cultivate our purpose. I apologize if you hear sirens in the background. I live right next to a fire station. Purpose can be cultivated. Is not necessarily something that uncovered. Always something that there, it can be developed. We went through an intentional process that we can use. So we have these three different pathways that are the most common ways, this gradual, sustained, looking at interest in what we are passionate about, maybe a sudden unplanned event that happens that helps us reflect and realized that was important to us, or this social learning, learning about perfect purpose through us. It doesn't have to be this grandiose world changing purpose. It can be something that is much more closer to home. Greeting the best life for children. And why purpose is so important for us to develop and reflect on it is that it reflects so many different domains of our lives. It increases our health, our mood, how sharp our mind is working, the interaction that we have with others and the relationships that we develop. And overall, resilience and well-being to just thinking, as we are diving into the holiday season, this is a great time to really think about and cultivate your purpose. And having those conversations with other individuals. So, as you are interacting with colleagues and loved ones, this is a really great way to deepen relationships and reflect on what's important to you. But also, to learn about them and see what their purpose is. What is it that they are bringing to the table. Their unique gift, and how they interact with the world. So, we will have some time for questions, but I do want to kick it over to Melissa first for some closing comments to make sure that we get those. But then, we will dive in to some of the questions that have been coming in.

Great. Thank you so much, everyone. What a great presentation, Piers and Meg. I do -- pulling up my last slide here. I do want to remind everyone that this presentation is brought to you by your benefit program. We have lots of people from all over the United States. You may have a different name for your program, so I'm going to share with you how you can get to your website. Let me just share that in a message to everyone. I would remind you that we are available 24 hours a day, seven days a week. If you do not know your toll-free number, you can find that on your member website. So, if you click that link, it is an active link that is in the Q&A. Click on that. That will open up a browser for you, and ask you your employer name. When you put that in there, it will direct you to your correct member website. So, again, please feel free to reach out to us. This is a benefit that is brought to you by your employer at no fee to you. You have a variety of services that are available to you. And we truly want you to access those services to get more information on this topic or other health and wellness topics. So, with that said, it does look like we have a little bit of time for some Q&A, so I am going to hand it back over to Meg and Piers to do that.

I will start here. Meg, the first thing with this group that I just want to call out, your engagement is a major. Amazing. I'm glad we have some time, because there are some really good questions and I'm excited to get after them. One that I see coming in here, it's about how do we stay motivated towards our purpose you marked this idea that sometimes we might find ourselves losing motivation. Kind of falling off the track. Anytime motivation comes up, I love to highlight, for people, that I would expect motivation waxes and wanes. There are highs and lows that are part of motivation. You very rarely have sustained motivation at a high level for a long period of time. Can you? Yes. And for most of us, that motivation is going to ebb and flow. So, if it is related to your purpose, know that it is natural for motivation to come and go. Think

about if you could do some, like, detective work, and look at when is it that I am most motivated to working towards my purpose? What are the conditions like? Am I connected to certain people? Am I doing a particular kind of work? But if you do that detective work to figure out when is my motivation highest, you will be able to find some patterns that you can leverage. Set those conditions up for you that you can leverage. So that's what I wanted to tackle. Meg, what are you looking at?

I am looking at a few questions that talk about retirement from the military, additional retirement, and also, you know, just some career and personal life changes. One thing that I would like to highlight is that purpose is not what you do. Right? It's something deeper. It's almost how you do what you do. So, we know that some people that work in really purposeful organizations, for example, so rattling world hunger or poverty, or war or cancer the can be really unhappy and purposeless, even though they are doing something that we would think is really fantastic cause. So, sometimes is doing some things that maybe you are on compelling. We can still connect our purpose to that. It's about how we interact with challenging moments. It's not the role or the title or the office that we have or we hold, so I think, kind of disconnecting those, too, for a moment, that is not necessarily the role that you play, a job that you have, but purpose is something deeper. It is really what you bring to the world around you. How you interact with the world around you.

Yeah. I love highlighting that. Especially adding in those times if transition for people in the different ways that can show up. And relating to the transition and feeling like purpose may shift in those moments or whether we are in a role or not in a role. There are some questions I think a few coming in about how we can have more than one purpose. And Megan, when we were just prepping and having a conversation about this, a couple of different ways to answer this. Do you want to add to this Cuba can you have more than one purpose?

Yes. I would say, from our research, the answer is yes and no. So let me talk about what I mean by this dichotomy. I think, why I am saying yes is that we can have purpose in different areas of our life. Right there. There might be something within work, whether it might be something in the community, that is really important to us and get us going. But the research does show that you would not want to have too many multiple purposes, because then our resources are just running pretty thin. The benefit of having multiple directions or multiple things you really care about is that if you are hitting a lot of barriers in one arena, in one track, you have the flexibility to focus some of your attention and really gain some of those benefits that we are talking about by living your life's direction, your purpose, in that other domain. Now, why I am saying no is that some of the research shows that we don't necessarily have multiple purposes. There is usually a deeper, more general purpose that is underneath those other purposes. So, if we are looking at those multiple purposes, one thing that I would ask is asking a couple more Russians, going a little deeper. Like, why is that aspect, that purpose that you have identified really important to you? What is it that you are uniquely bringing to the world for that purpose? And I, an argument could be that if you did that with those multiple toll purposes that you would find this deeper purpose, this deeper understanding that would manifest in different ways, for example, those different purposes that you have identified. Anything that we talked about, Piers, that we talked about that I am missing.

No, I think that was a good, clear summary for what is kind of a complicated yes or no answer. It's great. You know, highlighting that, having fewer or one might be better, and it also links into another question coming in about, does my character relate to my purpose. Which, that would go a little more towards the idea that you have one deeper purpose, and is expressing itself in different ways, in different areas of your life. That purpose, in some ways, is really

connected to, at a deep level, who we are and it is how we show up, how we show up, who we are, in different spaces. But, yeah, there's a deeper connection.

Yeah. And I am seeing -- yeah, Jon.

I am just curious, I know we like to embody and model our purpose, you know, through Magellan, and our authenticity. There is a really interesting question that I actually would like to get your input on. Which is what is your purpose, and how did you find it?

Oh boy. And I say oh boy because, you know, it has been, for me, it has been a gradual process. So, let's see. If I were to say, my purpose is to have a positive impact in the world. And specifically, by having positive impact on every single person that I meet. And, so, for me, I can express that in a lot of different ways. That started to develop, for me, my first career out of college, and then also grad school was I was a soccer coach, and I loved coaching. I realize that, you know, there are a few things that I loved about coaching, and it was less the exes and owes, it was more about relationships with other people. I realized I wanted to be a role model for the people I was coaching. I wanted to have a positive impact. Then I changed jobs listed working less with youth and more with people who were 20 to 30 years older than me. I was a health coach, and for me, it was that same thread of I wanted to have a positive impact on their lives through how I showed up for them. So I have been able to pull on that purpose through, I would say, at least three or four related but different kind of career paths, along the way.

Yeah, I would, I wanted to mention, I think, Piers and I had a moment of hesitation, and I just want to be transparent of my hesitation comes from, I don't want people to compare purposes to other people's purpose. It's really something that is so individual and unique, but there is so much and if in sharing that. So I am very happy to share, as well. My purpose is to improve the lives of people and increase compassion in the world. Similarly to Piers, I found this through a gradual, sustained effort that I realized, if we take it down, not even chunks of time in my life, but smaller instances, I found that I was most uncomfortable and finding, just discomfort in the disadvantage when people were not treating each other well, when there was a lack of understanding, a lack of patience. I found that, I dunno, if it triggered me, but definitely, I found that there was an injustice there and likewise on the other side, I found that I was most passionate when I was able to improve the lives of others, whether that was through mentorship in a professional sense, whether that is just saying hello and having conversations to people that I pass on the street or a store clerk. And I also think that, another way that people can identify purpose that we have not talked about yet, and I have also realized is, if you talk to the people around you, so, your friends, your family, your colleagues, and you asked them, what is unique about you? What is a characteristic that is different? You know, there are other people that can do my job. They have the same skills, knowledge, and abilities, but what do I particularly bring? And I think that that is another way to really think about what is unique about you, what is important to you? And for me, I would hear a lot about patience and understanding and taking different perspectives, which really falls in line with, Piers, as you are talk about, the different character strengths and how those different instances really impacted me throughout my life. So. Thank you for jumping in with that question, Jon. I love that.

Yeah.

Making it personal.

The other question that I am seeing come up here that a couple, there's a few questions around a similar theme, which is, you know, if our purpose, you know, has multiple directions, some you have career and family, and one of those things diverge

Maybe you have a purpose, and you don't really see that it connects with your career at all. So, what to do in that situation. A couple thoughts that I would share. I would go back a little bit to what Meg said earlier about finding that deeper connection. So if you are in that point where,

okay, I feel like I have a purpose, but my career and family seem to be kind of pushing off in different or divergent directions. I think that's a great time to just pause and really pause and look and say, you know, with that gradual sustained learning in mind, what have I been doing here in my career, and how is it connected to my purpose? What am I doing here with my family, and the hose that connected to my purpose? What meaning can I derive from these, and I think a lot of times, by sitting down and reflecting and, like as Meg said, talking with other people, we can get to a place where we have a purpose that still connects, even though, directions might be divergent, you might have family and career going in different ways, but there is something deeper within you. That you can leverage. The other thing, really more specifically related to, is it okay if it doesn't coincide with career? And I would say, absolutely yes. If you feel a strong sense of purpose, and you have waves in your life to express that purpose that are not at work, you are probably still getting a lot of the benefits to their maybe just simple ways you can say, you know, having this job or working in this career enables me to pursue my purpose in these other areas. You know, I have stability in this career so I can do an these other things that are close to my purpose in other areas of my life. Anything else you would add to that, Meg?

No. I think it's great. I think, one thing that I wanted to know, because I know that we get into a lot of these really fantastic conversations, I do see one question here about just some book recommendations and podcast recommendations, so I thought that maybe we could get a couple of those out to individuals that would be interested in diving into purpose a bit further. One on one my most favorite podcast is in the brain. So, he walks through with a fantastic psychologist, Anthony Burrow, who does a lot of research in purpose. So, it's the hidden brain podcast. You too .0, cultivating your purpose is another good one to listen to. A couple of book recommendations. One from Craig, Leading from Purpose. Is it called Find Your Why? I think that's it. It's a very digestible way. And he often offers that same suggestion of going and talking to other people and finding that unique gift. So I think find -- Find Your Why by Simon, that's a good place to start if you want to dive into this more.

Great suggestions. The other one -- go ahead. McNeil, go ahead, please.

One more that I would add, it's a little bit of a deeper read, it's not all about purpose, but related and meaningful is a book called Transcend by Scott Barrick Kaufman

Great. Yes. I am seeing a theme in a couple of these questions to little bit related to the motivation or not making progress or, as you are mentioning, reconnecting. And one element that we have not mentioned about purpose is there are these accelerators of purpose that we can just give a nod to. So one is just having awareness. Ray, and when people talk about leading from purpose, living with purpose. They often say that, once they discover what their purpose is, it seems like you can't forget it. Right, so, being able to find ways to be more aware of what your purposes identifying it, and then the second accelerator is the scope of that purpose. So, instilling that purpose in everything that you do, how you interact with people, whether you are taking it into work, whether you are bringing it home, the scope of just having that purpose really instills itself in all of your daily behaviors and the third accelerator is the strength. So, finding, which might seem pretty similar to awareness and scope, really, it's how strongly, how passionately, reconnecting with that purpose

So, finding ways to just reflect on why that is so important to you. Maybe having conversations and learning from other people and reinforcing that purpose so that's, one of the kind of themes that I saw throughout the other questions. I think we probably, Piers, have time for one more. Is there anything jumping out to you?

Let's see. I am scanning through. I don't have one on top of the mine. Let me see.

There was one I thought was really interesting. I don't know that I have an answer. And I can't, I am not finding her enough, but I saw question earlier about unconstructive thought patterns that might get in the way of developing purpose.

Yeah .

Your first reactions on that? Yet.

Yeah. I think there are a few things, and I'm glad you brought that up to I saw that earlier. There are a couple things that I think might show up as unhelpful, or maybe it would even be like almost like a trap that would we would fall into. One might be this thought pattern of like, what is the point? Like, you know, I, it sounds like a lot of work to dive into my past and figure out what's meaningful to me, or you know, derive my way forward and having the sense like, it's probably not worth it. And so, just being aware of maybe there is a thought pattern for you of, you know, maybe I am too old. You know, or there's just not -- there is no motivation to dive into it. So, that kind of futility would be one thing I would look out for of a thought pattern that would be, you know, preventing you from really digging in and finding your purpose. A second thing, and I think this is really common is, just being busy. I think there's so much of this sense that we are out to do things. We want to accomplish things. And we spend less time thinking about , was the purpose? Wire we hear? And why we want to go out and do all those things. So, I would say make sure that, having a busy schedule does not prevent you from, you know, digging into something that could really change your life with some of the benefits that we talk about. Now, in terms of health and mood and connection. All those things. So, those will be to that I look out for. Just, if you feel yourself saying, you know, what's the point? Seems like a lot of work? I would say, at any point your life, there is meaning to be found there. And also be watching out for business.

Yeah. So, another aspect that I'm thinking is, maybe if you have already accomplished a lot in your life, and, you have been pretty successful , that doesn't get in the way in continuing that purpose from impacting other aspects. So, driving further with your purpose and having it really fuel you .

Yeah. And the last one, too. It's making sure that you , I will call it your culture, but where you are raised. The people you spend time with. The culture that you were raised in. That you don't let that stop you, either. You don't say, well, people in my family never, or, you know, my neighborhood or my people in this career path, you know, they don't let that limit you. It certainly important to honor how you were raised in your culture and your family, and make sure, also, that it is not standing in your way of finding that deeper sense of purpose for you. You know, because purpose, I think, is it can be found regardless of where you are in life, or where you come from. I think I link back to the victor story for that.

Yeah. I think I would love to end on a little call to action. I'm seeing some questions about some analysis by paralysis. How do I know if this purpose that I discovered is right for me? It's just going to say, go out and try it. Have the conversations with the people that are important to your life. Talk about what your purpose is, and see what it feels like, how you articulate it. Does that, do you feel the passion within yourselves? Does it feel like something that is really important to you and driving you , and have it come out in your actions, as well? It might be something that might evolve over time in terms of the refinement and getting to that deeper level that we have been talking about? But it's really about , you know, maybe it's a little trial and error and having those conversations and taking those behaviors, because at least there is some part of your purpose that is driving this. So. Definitely am super thankful for the engagement and the questions that we have had on this call. This is amazing. It's getting my brain working and turning. But I would say, let's put this to work. Don't let this work in this discussion and with the end of this call .

Yeah, Meg, I love that.

You so much, everyone.

Oh, go ahead taken away.

I was just going to thank the both of you, as well, as Dr. Metzler. Very grateful for your expertise. People are giving all kinds of comments. I do want to remind some of you that there were some pretty personal questions that were within the Q&A and, this is not a great platform to answer those because Meg and Pierce don't know you. To be able to respond to those. So that's why your program is available to you. If you click on that link I gave you, and for some reason, you cannot find your specific business listed there, please go to your leadership or your human resources department and asked them for your benefits information. It could be EAP or your embrace program. Asked them for that information so that you can reach out and get those questions added and answered. Also, we want to remind you, too, if you are able to get to the website, it will give you that 800 number to dial in to speak to someone. You can always ask for a consultation, if you like. And some of you will have the opportunity to see someone in person or be able to see someone remotely. I do want to ask you to please answer that poll question. The rate your satisfaction, if you have it. If you click the radio button next your response, it will broadcast to us. So, just click that, you know that we are getting it. If you have any feedback, please feel free to state that where it says we welcome your feedback. You and give feedback to the presenters, if you like. You can give us feedback if you would like to learn more about, moving forward. One last thing. Please download your certificate of completion now if you need it. It is located in both the handout pod and the certificate of completion pod to hover over the handout title, and click the arrow. Save it somewhere where you can find it. With that all said, thank you so much for joining, everyone. We appreciate you every time you come. Have a wonderful rest of your day.