

The Identity Compass

Short workbook to help you visualise and understand yourself

The Identity Compass

At The Quiet Leadership Lab, we want to help you thrive in a world that celebrates noise and presence. If you are like me, someone who is more introverted and sometimes struggles to be recognised and seen as a great leader, I think we can go on the journey together.

The first step to any journey is to understand, acknowledge, and reflect on where you are at this point in time. For those in leadership or aspiring to be in leadership, you would have done a 360-degree review at work. This is when you get honest feedback from those around you (at different levels, your direct reports, your peers, your boss, your stakeholders) to give you the truest understanding of yourself from others' perspectives.

Before you can lead a team, a project, or even your own side hustle, you have to understand the most important person in your life: **you**.

Now is the time for you to get the honest review from the person closest to you: that is, you.

Your Identity is Not Fixed

We often think of our identity as something static, but it's not. It's a living, breathing entity that changes with every experience. The person you are today is different from who you were five years ago, and different from who you'll be five years from now. By acknowledging this, we can approach self-awareness with curiosity and honesty, rather than judgment. This is the first step to intentional leadership.

Know your starting point. Know the you at this moment.

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To help with this, I've created a framework for self-reflection. The templates provide a way for you to record and categorise all the wonderful and complex you into measurable units. It's not an exact science, rather a starting point to help you in your reflections.

Step by step guide

Step 1: Prioritise time for you

Set aside 1 hour when you can be alone and uninterrupted. This is your time to work on yourself. Print out the sheets in this pack, bring out your colouring pencils, markers, pens and anything colourful. Colours are wonderful markers for creativity and memory.

Make a drink and spend a few minutes to simply breathe. Then put your phone on airplane mode, close all emails and shut out the noise around you.

Step 2: Honest reflection

Think about how you spend your time, what you do and why you do it. To help you think through it, the table below breaks up the 4 quadrants with suggested key words to help visualise. Everyone is different and this list is not exhaustive. It just helps give you a point to reflect.

For example, your biological factor such as your weight is something you are currently unhappy with and you spend a lot of time, money and thinking space about it.

Quadrant	Key Words (starter words)	Description
Biology	Height, weight, hair colour, skin, nails, eyelashes, stomach, muscles, joints, accent, skin colour, nationality, gender, age etc	These are the non-negotiable, fundamental aspects of your being. They are the fixed points on your compass—the things that ground you in your physical and mental reality. This is your biology, your areas of pride or shame. It is how you exist physically, the one body in this world.
Non-negotiables	Family, Duty/Responsibilities, Structure, Children, Food, Water, Spirituality, Faith, Religion, Work, Responsibilities, Obligations, Commitments, Money etc	This quadrant contains the essential commitments that shape your life. These are the anchors that provide stability and require your time and energy. These items/people/activities are essential to your survival, continued desire for existence, enablers of existence.
Interests	Passion, Curiosity, Joy, Hobbies, Growth, Learning, Creativity, Exploration, Energy, Hustles, Love, Relationships, Travelling, Food, Cars etc	This is where your passions and personal pursuits live. These activities are what you seek out for fulfillment and what often provide you with energy and inspiration.
Negotiables	Desires, Wants, Luxuries, Discretionary, Lifestyle, Aspirations, Ambitions, Comfort, Bags, Jewellery, Sporting Gear, Cars, etc	This quadrant contains the things you desire that add value and pleasure to your life but are not strictly essential. They are the goals you aspire to and the rewards that contribute to your happiness and well-being.

Step 3: Write out your list

Writing is a very powerful tactic to rewire the brain. Once you write it out, your thoughts no longer sit silently in your mind. It now sits silently on your page. A record of your thoughts and reflections. A confrontation with your own self.

On the next page, write down maximum of 8 things (it's okay to have less) that matter to you in each quadrant. It's what you do now, not what you want to do. Consider your activities, how you spend money, time and resources. If you can, rank them in order of priority.

Quadrant	Items of priority
<p>Biology</p> <p>These are the non-negotiable, fundamental aspects of your being rooted in your biology.</p>	<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 6. 7. 8.
<p>Non-negotiables</p> <p>This quadrant contains the essential commitments that shape your life.</p>	<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 6. 7. 8.
<p>Interests</p> <p>These activities are what you seek out for fulfillment and what often provide you with energy and inspiration.</p>	<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 6. 7. 8.
<p>Negotiables</p> <p>They are the goals you aspire to and the rewards that contribute to your happiness and well-being.</p>	<ol style="list-style-type: none"> 1. 2. 3. 4. 5. 6. 7. 8.

Step 4: Visualise your identity

Write the keywords from your list onto the chart. The concentric circle closest to the centre is priority 1, with the outermost ring being priority 8. Colour each section according to the colour scheme of its quadrant.

The amount of colour used in each section should reflect how much time you currently spend on that activity, person, or in pursuit of that priority. Each block represents roughly 2 hours. Not all your list items will make it on here. This shows you what you do and how much time you invest in it.

