

LEADING SAINTS

Clarifying Purpose to Guide Your Calling, Work, & Family Life | An Interview with Dustin Peterson

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Hey a quick note before we jump into this episode here leading saints. We're trying to do more. How i lead interviews now. What's it how i lead interview you've probably heard before it's where we find everyday leaders around the world who are serving in one capacity or another. Maybe an elder score president cited president ward mission. Leader high councilor stake presidency counselor so many different callings of leadership that we have in our faith tradition and we'd like to sit down with them one and just say how is it that you lead. Give us a few principles. Put it into perspective. What's your area like and these turn into phenomenal resources of best practices and it's always fun to hear what the other guy is doing. So if you know somebody who we could interview on how i lead segment regardless of their calling. We would love to connect with them. Go to leading saints dot org slash contact and send us the information. Maybe give them a heads up and we'd love to reach out to them. Connect and see if we can get them on the leading saints. Podcast for one of our how i lead segments again. Go to leading saints dot org slash contact and send us the information. I'm here with lynette. Linden luebbe about you where you're from and Y you support leading saints. I'm from california. And i just love listening to the various topics thank gives us insight into kind of some of the new issues that we're dealing with order know the current day shoes that have a all wondering what do we do. And what should we be doing. And i think you're access to a lot of the experts in these areas is awesome and being able to distribute that. Welcome back to the leading scenes. Podcast my name is kurt. Franken your host. And if you're new to leading saints will let me tell you what we got here. What this is an organization called leading saints and we are a five a one c three nonprofit organization dedicated to helping latter-day saints be better prepared to lead and we do that through content creation which put content out there we take opinions perspectives ideas and jerem. Sometimes you'll agree with the idea. Sometimes you will. And that's okay either way because you can lead in however you feel inspired to do so now we have the podcast which are listening to now which we hope you subscribe. We have a weekly newsletter. That goes out. We have a website leading saints dot org with thousands of articles related to leadership and it goes on and awning find all sorts of resources there. So check us out now in this episode. We talk with dustin peterson who is a former guest of the podcast and a very popular guest. I love bringing these

individuals back who've really had an impact in on the audience before and seeing what else we can learn from them and destined did again. He hit home run. This is a great conversation. Last time we talked about talents and we'll linked to that in the in the show notes for you to check out this time. We're talking about purpose. And sometimes this idea of having purpose or having an organization created a purpose it can be so ambiguous and it's hard to figure out how it how it all applies or whatnot and so i push done on some of these concepts and he gives great answers but this idea of can be really the driving force of an organization or of your personal life because whether it's an organization or individual we've all experienced life get a little stale from time to time and then that staleness can be very discouraging or you go through the motions or you forget what you're even doing and so a purpose can really pull you through that in destined talks about what purposes how to identify it and how to apply it in your life so that it becomes a driving force and i mean god put you on this planet to do some so we got to figure out what that is and doesn't if you don't remember is He runs an organization called proof leadership and he does what he does day. Two days he coaches and consults with organizations and individuals about purpose about talents and expanding the purpose that they have established and really helping the refining process of that so great fit here. He's a branch president of spanish branch down in texas and a really brings a lot of leadership experience that way. But let's get to it. Here's my interview with dusted peterson. We are live this. is kurt. Franken with leading saints here with a destined peterson. What's up destin. How's it going. Today is bring this live. We still sweaty bond but here we are. Yeah you'll get on a roll and he'll forget where even live but so i But this is going to be great. Information doesn't even on the podcast before and part of some of our virtual summits in the past and you're one of those guests you always bring it. You're always bringing a game. That's always helpful. So how'd you. Who are you and how do you explain that to people especially in the church. Yeah good question so. I run a leadership. Consultancy called proof leadership group and we executive coaching leadership training but i- moonlight helping people figure out what to do with their life. And so i wrote a book called reset how to get paid in.

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Love what you do and so i ended up doing a lot of crew. Coaching for folks launched a program recently called the purpose blueprint at the purpose. Blueprint dot com. And really i feel like my life's mission is to help people find clarity about where they fit what they're supposed to be doing in so obviously gospel answers a lot of those questions that i found that oftentimes with clients has sit there and think you got the solution. It's just going to be a little awkward evac. The bus out the book of mormon on yet. So i ended up teaching him gospel principles in a way that they may not realize their gospel principles but at the end of the day truth journal right so executive coaching training career coaching. But really all through that lens of purpose to figure out what to do with your life and last time we believe we talked about. You were more focused on talents as it relates to to find your purposes discovering the talents you have and this you feel like this is do. They come in any order or desert. Certainly you usually teach talents in purpose or yeah such a good question. It's it's actually a good segue into our topic. Today i was thinking about where my passion for purpose came from and back in the day. I had this theory that if people

can just figure out why they exist like what their core values are in what they do best their talents in where they thrived their ideal environment. They be set up to go figure out purpose later or go figure out what they should doing inside. Start coaching people and helping them figure. These things out in articulate them get clear about them in a really interesting thing happened. People were figure out their talents in is in environment in the midst. Jeremy am like all right now. What what was i do. And i was like. What do you mean. that's what you're going to go. Do your talents go. Print those to work. They'd get lost. They get stuck. And i felt like something was missing but i couldn't pinpoint wasn't sure with the missing piece of the formula was so to answer your question. Yes there is a missing piece in the pieces purpose in it supersedes all other things talented important powerful. But if you don't know where to aim them you're no further along in fact what i found. Is you actually oftentimes or even more dissonant. Because you know what you do best you don't know where to aim it or to apply it. So that's what purpose comes in. Yeah and they were doing this as a life on facebook so those that are tuning in. We'd love to have questions pop up so some at your comments below this video as you're inspired to do so and it will definitely get doesn't answer some of those. It'll be is interactive as possible. So but in your outline here you start out with the referencing a harvard research study and i love a good research study so who doesn't look let's blast off from that point. Yeah so around the time that i was struggling to figure out how to guide clients. I recognize that. They knew their talents new their values new their environments where they thrive but they didn't know where to elicit sure to call it and i read this really great study came from a guy named bill. George is that researcher at harvard and and he got together a group of really smart people from harvard and stanford they sent. You know what we're gonna solve this leadership conundrum like we're going to figure out what the one thing is. All great leaders need to have in order to be successful so they went out interviewed. One hundred twenty five leaders in these across all industries. They're cross race religion ethnicity age twenty three to ninety three years old and they asked them the question. What makes you affective leader. Why are you grade what you do. They got three thousand pages of data back. They start combing through to identify. What is that one thing. That one characteristic or trait that they all have in common any guesses what they found life senior notes. But it's it's a very disappointing and it's disappointing. They found nothing nothing they went there. They researched in comb through trying to find like you know all great leaders are extroverted or all leaders are introverted or great leaders are good delegators or their outgoing or social or emotional emotionally intelligent and what they found. His there was no consistency. Now one thing will of course. You can't leave a research study like that right. You commission it. You have graduate. Students work on it. You can't go write a book about nothing. So they went back to the drawing board. They went back and read through. All that feedback to try to identify. Is there anything leaders have in common. And what they found is the thing that stood out to me. It was the thing. I was missing in my coaching. People they said you know what there is. No traits characteristic. There's no skill you don't have to be a great delegator. But there is one thing that all of them express in what they expressed was a clear sense of purpose. When asked the question. Why do you lead. They all had an answer. They usually had a story to tell they said you know. I'll never forget up where i'll never forget a couple of years ago. This happened to me in a motivated me to take this leadership position that hit me like a ton of bricks at that. This is the missing piece. My clients don't know purpose. They got their talents. They know their values. They know where they thrive. But they

don't know why why do i exist like what is my my rallying cry. What's my charge on planet. Earth was my wife drives. Everything i do. So that's really. What shifted my perspective. And maybe think all right. I'm going all in purpose.

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Hattie figure this out in how clients figure it out. And i appreciate that. 'cause you know as as leaders whether in calling her in life or his apparent you're constantly thinking you know i to be that a better leader and so where do i start in starting with purposes is a good place right. It's huge you know. Because of a member of the church time media began to transfer this knowledge. And i thought okay. Well that's interesting. Do we know our purpose in the church. i do. we have purpose. And you know what's interesting to me. Curt is god has a very clear purpose than you stand in sunday school. And you say what is god's purpose. Everyone raises their hand. Has moes one thirty nine right attack. God bringing a pass. The mortality eternal life man. It's like the only scripture we all have memorize and then you ask what. What is our purpose. I think we as people in the church of jesus christ latter-day saints have Unified purpose to give back to our father in heaven gain eternal life in bring everyone. We can't with us. But i wonder is there something more specific is there something more nuance. There's something bigger than yanni journal life like. Do i have a purpose. It's different than you and dude. People have individual purposes to drive their life in their work. I believe they do. And i think very few people know what that is. You know not. All of us are lucky enough to be. Joseph smith who was translating the book of mormon any comes across second neef by any reading these prophecies of isaiah in the future a seer will come forth and he will bring to light this book of mormon until all people in races in times cities in he read his purpose. He was probably like oh man. That's me as purpose but the rest of us don't have that and so so how do you figure it out. How do you find out what you purposes. And that's the big question. How do i know what my individual purposes. Yeah and what he does this topic. And this is something you know having vision or purpose and maybe there's as to define these terms but it can seem so ambiguous you know like the purpose. I just want to be a good dad. You know i want to. I want to provide for my family and you know and so sometimes so ambiguous as like. That's great like to say in a sunday school class or you know during a leadership training meeting but the day to day of it seems the application of. It can seem so daunting in just unclear yet. It is in nine times out of ten when i asked the client exists. Like what are you feel like. Is your purpose nine times at attend. The answer is has help people you know you just want to help people like yeah. Yeah you and the grocery store clerk and a gas station attendant chick-fil-a per cent don't we all like. Isn't that what we all do. We all help people in one way or another. But i think it's gotta be more specific than that. In fact i know it is that people have individual purpose. And i feel like part of the charge of this life has did figure that out and then give your heart and soul to it when you figure out what that is. Yeah yeah so. Where do we go from here as far as just understanding purpose in in how to start developing it for ourselves so it's not just this vague concept. Yeah well first thing you need to understand is what purpose is and a love definition. It comes from a researcher. Woman named angela duckworth. She wrote a book about grits and she talks a lot about the power purpose in that book in there. She says purpose is your intention to contribute

to the well-being of other people your intention to contribute to the well-being of other people. I love that for a couple of reasons. The first reason is it's intentional. Meaning it's on purpose in. That's not meant to be upon like we literally. We set out to do that. Specific thing the second thing. I like about her. Definition is other focus. Research shows that if my purpose is only focused on me it doesn't have pulling power doesn't have staying power so if i feel like my purpose is to I had one client one time of coaching on this and we started down to i sit suweidi exist after always talk through. He said i think. I exist to amass knowledge like i just want to become like all knowing like oh man i love that. We'll scary or creepy. But i love that. I would argue. That's not true purpose because it doesn't serve a greater good. It doesn't serve humankind so i pushed him. I said i hear that to me. That's gold not a purpose. So why do you want to be all knowing. Why do you wanna learn so much. He said i think. I wanna learn so much like lift other people. Boom it became a purpose statement. It was no longer exist to learn everything. It's exit to learn everything. So i could lift others in the moment that he said that you just felt it like if felt the tenor of the conversation shifts. Now about other people. Not about him. That's cup pulling power to it so the first to understand purposes understanding that. It's not about you. Every one of us has a unique purpose but that purposes really all about how can i serve greater good. How can i help people on yourself. Yeah and again. It goes back nassar where people fall into that.

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I just want to help people right. And sometimes they don't know how or what that looks like maybe talents come in to question there but the ad that's a good starting point and and and i don't know i obviously you do a lot of coaching in presenting all around the concept of individual purpose. But i assume a lot of these principles relate to creating an organizational purpose right. Yes it's funny. It's funny bring that up. I think that they're very similar. In fact you know it's interesting before jumped on the call. I hopped on your website just to catch up on the latest and greatest planted right there across the dead center of the front page. We exist to help latter-day saints be better prepared to lead purpose statement and it's a beautiful statement by the way like i looked at it and i'm about to teach you or share with the audience. Three things you can do to identify your purpose. Curry already gotten a second day. I've been talking to you guys like you for free usa. Not that unlike the purpose that gets to say what a purpose is or isn't but you're right. It's it's the same. The concepts teach the same whether it's an individual an organization a relief society award or a branch a steak. You can use these same concepts when you're defining purpose in so i think that's why they have staying power. That's why they're powerful. And i'm also curious. This concept of purpose needs to be focused on others so as an organization you know. Maybe this doesn't apply exactly but as an organization you can be very inward focus on. We're here to help everybody within our organization and again maybe you separate the organization from the people in the organization that want to help you know award is there maybe to help the members of the word but also makes me just prompted the idea of like to sit with the purpose of an organization like a corm or award and say how are we helping the community around us and that may lead to deeper inspiration. Yeah it's powerful thought you know. When we think about purpose we confuse it with goals or mission in my mission

might be internally focused or my goals might be internally focused but again a lack that pulling power sync about the influence that branch our water. A stake in have they said. We want to set purpose benefits the greater. Good community gets out beyond ourselves. Is that what church is really all about. Remember the are unified purposes to make him back to father in heaven. Bring as many people's again with us. That's how that happens when we get out beyond ourselves and by the way just as a side note. You've probably seen this. Is i have words. That are very insular or core. That are very insular. Inward focused only worry about themselves and their and that's it they don't go beyond that. The tend to kind of not retired city per se but they tend to lose momentum into kinda get stale. Because we're just worrying about us. We're just worrying about like polling all the doors on the ship keeping it in tight rather than getting out there and trying to help other people. So that's comes in hossam anything. We've missed as far as just defining the surface of what purposes in understanding the concept. Yeah the very simple thing to remember if you're if you're taking notes watching this is why it's the big wide. So is that thing that drives you in. It's different than your. how in your what. You're what might be another president. You're how might be building. Relationships and ministering effectively in temple and family history were richard. Why is what really drives you like. What is what is the purpose for which we're doing this were so there's a difference between the how wind the what in the wise what we're focused on today. Nice perfect what's the next step okay. So in order to identify your purpose. What i found is that there are three things that you have to know. The first is that purpose is really broad. It's a big bold statement. So let me give you a few examples. I'm just gonna read these is your organization's. We're all familiar with the first one. Is disney kurt. If you had to think about disney in wine exist put you on the spot. Be a marketing consultant. Persistent moment if you're writing a purpose statement for disney ten words or less. Why would you say they exists. They exist to increase the happiness of children around the world. That's better than what they have you. If this leading safe thing flat levin should go to disney mark. I'll send my invoice senator and voice. Yeah what they came up with very simple to make people happy. You're dead on what i love about. What you said is that it's not about merchandise or theme parks. It's not about a bubis or the marvel universe. It's bigger than that. It's to make people happy purposes super broad. It's big it's open. Listen to a couple of these other purpose statements from organizations tesla. Why do they exist notice. What's in their purpose statement to accelerate the world's transition to sustainable energy not really cool cars about cars. Same thing with amazon to be the earth's most customer centric company. It's not about free shipping. It's not about getting what you want when you want it.

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It's not about world domination. It's about customer centrisly now whether or not these organizations live their purpose is for another conversation right but the the idea is simple purposes broad. It's big it's so big. Multiple organizations people can live under the same purpose in fact are probably organizations that also exist to make people happy could be a grocery store or could be a retail store could be a lawyer or an accounting firm. So it's okay to be brought you want to be brought the broader the more pulling power. It's gotta have that kind of umbrella effect in. It's gotta be so big ambitious. You'll never solve it in your lifetime with

disney. Really ever make everyone happy. If you've been to dizzy you know that's not true because the lines get long and it's hot and sweaty sometimes but you know what is their purpose to what they set out to do. Same thing is true with with you by the way we exist to help. Lds latter day saints be better prepared to lead is every latter-day saints. It'd be better prepared to lead. We hope so. That's what we're trying to crush. Ross what we're setting out to accomplish right. Yeah gotta be brought. Yeah so let me interject an elderly. This isn't too much of a left turn but the gene entering question on on facebook cure. He says. I think about this topic often as i struggle with my own career decisions and i struggle thinking of this as a first world problem where most of us just need to be happy working no matter what it is so we can just feed a family and live a good life. Is it okay for my purpose to just being willing to work. Hard as an aircraft mechanic even though it doesn't facilitate some ideallic purpose or mission statement says a great question. It totally does doesn't it and that's one of the things that stops this from pursuing purpose or pursuing talent as we feel like it's like a privilege not a right like we feel like we're you know like i'm kind of spoiling myself by pursuing identifying life purpose a want to separate out the difference between purpose occupation purposes big and bold in. Because it's an umbrella lots things can fall underneath it. For example the purpose statement. I come up with for myself to maximize human potential three words. That mean a lot to me. When i think about that statement i exist. Maximize potential in wakes me up in the morning. And say i want wanna go serve in my my spanish branch the church because i just want to help people maximize the potential. When i go to family home evening. I think okay i could either phone in it on this lesson tonight or it can really help. My kids. Maximize their potential. When i go to work. I think i wanna help clients today. Maximize their potential. It's big in bull so love the question but occupations just one piece is it okay to just be an iconic. Just work really hard to do net. Absolutely it's okay the question i push you to think of is what's been why that drives you though what's the thing that makes you wanna show up and be that aircraft. It may be that. I exist to provide life from my family. That is better than my own growing up. And that's what drives me to go. Be an aircraft mechanic every day. Herpes has pulling power in boost. Resilience boost atas faction at boosts engagement purposes. It's not an either or like either a live my purpose who are just settle for a job. It's a both end. Like i'm gonna go get a job but i'm not going to be devoid of purpose. I'm gonna find purpose of what i do. Yeah and why do you think that is. Why do you have to find the purpose. Because like i appreciate this question because this is such a raw and real question that totally. I don't know if you're familiar with john. Eldredge is a christian author. He talks about this concept of of finding your larger story and so much in life you just get bogged down with the day to day and you you slip into a smaller story whereas like you know i go. I go to work nine to five and the airline airplane mechanic and paying the bills. You know i'm exhausted. But now i want to put my time in come home. Watch some netflix's series and move on. I don't need this grand purpose. Why can't i jus- clock in and clock out every day. How would you respond. I would say. I heard a great quote down radio from a talk show host. He said you know in life. You're doing one of two things you're either growing or regressing. You're moving forward moving backward. There is stalemate they visual flatlined. There is no just kind of neutral in. I would say the same is true. With occupation or live repurpose purpose. That purpose again has pulling powers motivating into. It helps us to move forward. Are there times in seasons whereas cages to show up in just were but i think that what you'll find over time is a slow decay of your morale of your energy your motivation of your satisfaction and i think the

purpose is the thing that helps guard against that. The thing that pulls us through those difficult times by the way when when steph goes bad stuff goes poorly as for purpose. Hoops in imposes through it in in the absence of purpose. We're left thinking what am i doing. And why did we crash. Yeah you know. F- experienced that myself. That i mean at the end the day.

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Yeah you can just show up. You can do the things. I mean and sometimes an award. There's this feeling like you can't just come to church and our thing and go back to our families like do we need this like go. Save the world type of mentality and award or warm but the reality is that we are. I love the scripture that describes this as we are god's workmanship like he created us as in his likeness right and so he never lives in a smaller story. I mean he's literally creating galaxies and influencing individual lives. You know from the beginning at the end of time right. And so as his children we can slip into that smaller story from time to time. But i like you mentioned overtime. What you're gonna find as adversity is gonna come along right because we're there's an adversary life gets tough and if we don't have that purpose we're gonna find that we're just not as happy or you don't have something that pulls us through it right. I feel like. I just repeat what you said but more eloquently team. That's right but it really is like this point of happiness like you're going if you don't if you don't take the time to really identify this over time i think you're going does kinda slip into this funk like you know whatever but in that's that weighs on people for can anyways yeah look says this doctrine covenants. He says the anxiously engaged in a good cause. Do many things of your own free. Will he charges us. He commands us to be anxiously engaged in a good cause. What is good causes. Just another name for purpose. Find something it brings you purpose in. Pursue it anxiously. Let me just say one thing about this to that question. Because i like it so much just came to mind. A woman named amy resin. Naski will try to spell it but it starts with a w. She's a researcher at yale and she studies career. She did a really interesting study a number of years ago. She went into a hospital in she. Densify the hospital. Custodial staff that people that go on there change. The dirty sheets cleaned the rooms. I mean it's like it's a job the most people look at and say that's a super gratifying job. Like no way. Anybody can find join that she went. She interviewed. he's hostile custodians. Said why do you do it like what draws you to do this. She found really interesting thing. Eighty percent of the people she interviewed said they're doing it. Just bring paycheck. They don't enjoy. They get nothing from it. That get a paycheck and they go home. That's not the interesting thing. The interesting thing was the other twenty percent. She said there were twenty percent of people in that job. Who didn't see. Themselves as custodial staff they saw themselves as healers healer's of people she said i would interview them. It's in say. Oh i'm not a custodian. Healer with that means to me is when i go into a patient's room i ask them what the preferences are with regard to cleaning products in thirty cents to make them particularly nauseous. There is one person who went into the room of somebody in a coma and would rotate the paintings in the artwork in the room in order to hopefully help affect a function of the room and help them recover more quickly. There's another one. Who said i keep in touch with the patients long after they leave the exchange christmas cards. We stay in touch because they saw their work is greater than the. What's the how they saw it as the why it's opportunity he'll

start argue that there is no job. The this devoid of purpose. Job that you can find purpose in anything you do what you've gotta look for it. Yeah that's i. I love that example. There's a lot of parallels. I think two jobs or church calling. Sometimes to go stale right. I've got a question. I'm totally taking the off your here. But that's my job does but we'll come back to make sure we hit all these points but it's a fascinating discussion. I'm curious with you. Know when you have when. I guess i'm talking on a level of purpose where you're part of organization where you feel like you know it's got some purpose sometimes. I wonder like let's say maybe. An elders corn president really establishes strong purpose in the common. And that's great but you also go to work and you have a different purpose there so you can almost have like you're part of these different organizations with ab. They do have strong purposes and is at do those ever conflict is at a bad thing. I mean obviously everybody wants a job with strong purpose. Wants to calling with strong purpose wants award with trunk corpus but if we're just moving one organization another kidnap purpose become overwhelming or taxing on individual. Yes so this gets getting start. Getting a little mind boggling k. But here's what i would say to that the question a lot like. How do i know this is my purpose. I this is the purpose. And i think that's a lot of pressure to put on ourselves. I found that. There's macro purpose micro purpose. There's something even smaller like nanno. Purpose may be right. I- everything i do should have purpose to it in. It's really nothing harder than stopping long enough to think. Why am i doing this. Why am i walking into this ward council. y am i having this meeting with this individual. Why am i showing up church.

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Sometimes you'll have micro purpose or nanno purposes that small purpose pulls it through a project or initiative. But when i'm really interested in is that i'm looking for the bigger thing. I'm looking for that overarching purpose statement. When i work with people the reason i say. Mind boggling as yeah. You couldn't have having dozens of purpose statements right purpose for my family and the purpose for my organization and a purpose for my work and purposeful Calling deaths fair. And you can do that and it certainly has pulling power what i care about is that digger purpose the kind of thing that's pulling me through multiple things over time. It's not a short term goal at something that really kind of pulls me in so sure can yeah multiple purpose. Yes i think. We need to be broader though. I think we need to look higher level. Yeah and i'm curious that on that subject just the idea of like let's say you you stash purpose in that leads you to. Maybe you're like. I'm gonna write a book like whatever purposes i'm going to write this book and it's gonna take some time. It's gonna be hard work. But i'm gonna do it right. And so maybe you say every morning men wake up at six. Am and i'm going to write for two hours. And then on sunday you're serving with the youth and obviously this is a different galaxy long long time ago when before covid. Let's say you're you're serving in an a youth calling and suddenly the youth raise your hand and they're inspired with their purpose. Hey guys let's go to go to the temple every morning or every tuesday morning or whatever it is right and then this purpose conflicts and i'm just wondering like and maybe the this is different discussion of curious if there's like this this permission of creating boundaries for your purpose. That sounds like a very awesome idea. My purpose is driving me elsewhere. So good luck with that and maybe we can

find another youth leader to go or whatever i mean to me. That's sort of the the conflict that sometimes arises. But maybe i'm getting too far in the weeds here. No you're not. i'm thinking of a that. I saw again created by angela duckworth in her book where she talks about where she sees. The most dissonance with people is that they either have a really clear purpose in totally misaligned. Daily goals driving toward it or they have really great goals but no clear purpose driving them in what you just described would be somebody who has a clear purpose that allows themselves to get pulled by many many different goals on a daily basis. So step one is clarifying purpose in step two is doing a raw nalysts of your life in asking a really hard question is everything. I'm doing contributing to that. Purpose is driving toward what god intends free to do in some things. You're going to look at and say that is the fall out of my life and other things you look at sandy to implement that in you may look at other things to give permission and say that's not directly givens my purpose. That's okay i'm gonna do it anyway. I find the same thing when i coach clients. I find that for the most part. I'm dealing with people who don't have clearly articulated purpose in therefore when you look at the sum. Total of their daily activities. They're all over the map. it's like what what. What is the thing tying this together like. You're doing this and this and this and this herpes is. The unifying force is is the filter or the lens that you can look at your life and say am. I doing what god intended. That's helpful all right. Let's get back to your. We're we're out his debt one. I'm a little nervous We might not get there. How else i can take you after game. I'm getting step to simple. And that's why like the easiest. The second thing that you need to know is the purpose is not only broad. It's short in by short. I mean seven words or less. now i'll give you ten. If you want to start with the words i exist to but really wanna keep it short in the reason. Why if i can't wake up in the morning plan my feet on carpet in repeat my purpose in for why do i have it so i coach people in the past. Say i've got a purpose statement like what is like louis. Pull it out and they read it. A like purpose is to begin in every day in and each day in way that helps to support the people around to become the best at who they are. And what they're doing blah blah blah blah. It goes on and on. And i think look. I'm not the purpose judge. But if i were i would say is too long. I can't remember. It has no pulling power in so when you've really identified. True purpose is should be short statement. Let me give you some examples. I love these. Your actual clients statements exist to help people be their best selves period. I exists to pursue non to share with others exist to create systems that make life easier access to find order in chaos to close the gap to springboard people forward. That's what we're looking for. We're looking for something that's so high level it means something to you. It may mean nothing to me doesn't matter it's not for me as for you in really what it does is it gives structure to bend your how your what so. The second step is very simple ashore. Ten words or less your love that. I have to say that the should be something that you can explain. The you can say to a six year old.

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And they'll even understand it because sometimes we get so flowery. Language right the especially organizational purposes. Where it's like. I don't even know what that word means. And you want me to be be motivated by you. Know exactly right. It's gotta be short punchy to the point now the way to figure that out by the way when i'm working with class identify their

purpose. Gave them a homework assignment. Which is when we think we've identified it. I want to do two things. The first thing i want to do. Is i just wanted to share it with other people. Don't read it. Share it to hit kurt. Think identify purpose statement today. Can i share with you. You say sure that. I'd say it out loud. The reason why that's important is because as you say you begin to naturally edit it down so it's not so long it goes from. I exist to help. People find a way to be their best cells to exist to maximize human potential simplifies. It the second they want them to do is then revise. It narrowed down trim. The fat make it simple. I always aim for three words. If i could just think of three things three simple words that i can repeat to myself in difficult times that susie enough dan that pulling effect so We we have. It's broad it's short in. There's a third one right there. Is this the most important of all. This was the big revelation for me. So whenever i have somebody identified purpose always have them start by drawing a line on a piece of paper and what that line represents kind of looks like a stock market ticker a chart is the ups and downs of their life. So usually the way this works is. I'll have them go back and think about the moments when they are the very best in the moments that were the most hard was difficult. The low moments of their life hunt them. Start to chart those out on a piece of paper in the draw. Line that connects it. The important concept is this. When bill george and his team were doing that study on leadership they return to figure out where does leadership come from and what they identified is the leadership comes from the low points in our life. The moments that are hardest. They call them. Crucibles are the moments that define who we are as leader. It's from those crucibles that i say. Now i know who i am in high wanna read. I found the same thing to be true with purpose. When i'm helping somebody identify their purpose. I found that purpose emerges from the highs in the lows of our life in more often than not like ninety percent of the time emerges from the low points. So when you think about that really difficult moment that thing. That was really hard for you. That moment felt raw vulnerable challenging. You didn't know if you'd make it. Those are the moments where you say. How ever want anybody to experience what i experienced. I exists in blank in drives you forward now it come from the high moments is certainly can. I had a client a number of years ago. That sent dustin. I gotta admit. I've linda pretty charmed life. Ext don't have a lot of lows on my journey map on my line. I said that's okay. Pick the highest moment you've experience and he did in from that we're able to extract his purpose statement because he he was able to say. Yeah i want everybody experience that moment. 'cause that's i felt so blessed and privileged experience that i wanted to spend the rest of my life helping other people do that. The key is this purpose lies in the past. Not the future. So i always waited to stumble over my purpose. I always thought one day i'll decide. Come across it in. This information was powerful to meet. His research showed me that. It's not out there waiting to be discovered it's in your rear view mirror and if you could get clear about where you've come from in those deep defining moments that shaped who you are today your purpose comes from that emerges from those difficult moments so that's really the biggest key nice love that. I'm curious how you go about. Just infusing your life with this purpose far Times we can go through these motions like maybe you were in a training with dustin or whomever we get our purpose statement down and then six months later they. What was that you know like. Do you have routines or things that help you. Keep it top of mind. I do so every morning. A have as part of my morning routine prayer scripture study in the night review. When i call my affirmations by affirmations are statements that have written of who i wish i was that i'm not but i read them in the present tense as if was already that person so they might say

something. Like 'i'm at loving patient kind father who listens to my kids intently without being distracted by other things. Now if you knew me you know that's probably not true. But i'm striving to be that guy. I read it out loud to myself out. Loud is important because it gives the holy ghost chance to firm it back to me and say you're getting there you're making it as part of that morning routine. I read that purpose statement in look over my calendar for the day. And i just look at the things that have coming up in asked myself. How can i make sure to magnify that purpose today. Like i got the call with kurt today. Can i do to maximize human potential.

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What i love about keeping that purpose alive and well is that i have days that are super tedious. Where i look at my calendar. And i think i'm not afford a single thing on here and yet that purpose is a chance to say okay either. Need to find purpose in the work. Have today changing the bedsheets in the hospital where i need to find some other way to magnify purpose today. I'm gonna lose energy and so those that's kind of how i keep. Its up mind ice. Greg esa a simple applicable question here. What are some examples of word counselor or bishopric purposes. i mean. imagine if if you can't estimate your branch president guar. But i'm just curious how you view some of these principles in your services branch president you know whether it's brands council or elsewhere. Yeah you can really kind of look at the evolution of the unit whatever unit iran and that helps define the purpose so for example. I work with the spanish branch. In where an upstart branch would only been in place for about a year in so our purposes really has nothing to do with growing. The leadership skills are members are or helping people become more savvy at welfare or it's actually really all about helping build connection that's all we're about build connection. We're trying to connect people. We're trying to build community in so i love my steak. President said to me when he called into this he said this is not a full fully functioning ward nor should it be operating as one bootstrap this thing like whatever you gotta strip away to get this thing up and running make it happen and we've done just that so we don't have out presidencies we don't have all the other stuff our purposes very simple build connection it'll community this could be true for bishopric might look at a really functioning ward and they might say like wow we have a really high functioning word with really outstanding leaders. Your purpose might be deepened. Conversion like were there. now we didn't get the steeper it all emerges from the evolution of your unit. Like when you look at that corm are you growing are you. Stable has a spirituality of the members of it the purpose emerges from the same thing merges from the past or from difficult situation. And then how does that. Look as far as shaping the activities. The plans the goals because a lot of people can our organization. The purpose may be the beginning of each meeting but then halfway through the meeting you quickly realize you're not talking anything related to that purpose so anything you do to help shape. The what you do is branch. According to your purpose. I love that should guide all goals so we set our goals at the beginning of this year. This calendar years branch in all of our goals related directly back to building community. We have a goal that we're gonna have one branch activity every single month. No matter what we're going to make that happen or to bring people together. We have a goal that every at fifty percent of missionary discussions tot will have a member present because we want members to be in connecting with. Those aren't yet

members to start to build that connection community. We have goals that. Every member of our branch over the age of eleven will have a temple recommend so we can prepare to take a massive temple trip together as a community as a connection to the temple to do work for our ancestors. All goal should flow from your purpose. The best part about that is your agenda should flow from those goals so we have branch council coming up this Sunday in when we get together already. Pretty worn by release citing others corman missionaries. That question i'm gonna ask tell me about member present. Discussions told me about who are less active. That you're helping bring back. Tell me who you've talked to to help him. Prepare for temple Talking about this brain activity we haven't a few weeks. What are we doing to help. Push these things forward in. Should we save some time for other staff. Sure but keep it flowing. Make sure that. The hierarchies in place that purpose drives goals dreads daily actions. Nice of that am curious about this concept of calling a calling right and in our religious culture. Feel like we've really turned the dial down on this concept of calling because it's very administrative in our religious experience. What you're calling. You're not thinking you wouldn't expect someone at church to then spout there. They're broad life purpose after saying. That's a calling. It would probably be. Like oh i do the nursery every other week or whatever and so. I'm curious like what would you tell the individual who just doesn't like they're calling. Maybe they have the equivalent of the changing the bedsheets in their award calling you know the images can't get into it but they feel like well. I probably shouldn't ask be released. So what do i do so as working with a client is going to be a parallel exterior cavs working with a client at school district number of years ago and one of the things they hated doing most was what's called lunch. Duty luntz duty. If you're an educator means that you go to the lunchroom you literally supervise students to make sure they're not throwing food food.

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Fighting fights break out doing an appropriate things hate it. They said it feels like drudgery painful to me. Don't enjoy doing that thing. So we helped identify purpose. What is your purpose in life. What he exists to do this that i want to help people be their best selves and said okay. Let's look at at cafeteria duty for a second any possible. Stretch or way that you can make that meaningful. What we ended up getting to that person would have daily goal to connect with one person. Yeah they would recommend the guy who threw food. Yes they'd get out of the person who's popping their chip back but more importantly they would make sure that sometime. During that thirty minute period it connected with one human being got to know them so they can help them be their best selves. What they reported is that they felt their energy. Go up it look forward to anymore. But he gave them a sense of purpose because now they showed up with a goal. Something i'm going to do. We have to connect. I think the same is true in callings right too often. We look at our calling. We think did we are the calling. The calling is a small piece of our membership in the church. Small piece of our of our commitment discipleship. You can show up to branch for the ward and serve your purpose in spite of your calling so you may go in and work in the nursery for example. Say get nothing from this will gray. What are you gonna do during the times when you're not in nursery. Tell live your purpose better yet. Is there a way in the nursery that you can live your purpose. Is there a way that you could magnify it. I just think

there's a way to be creative about this. I think that you know if michael's maximize human potential that's my purpose in. I'm in the nursery. While i'm going to do whatever i again help those little kids magnified potential in. If they're so young do they just can't figure it out then. I'm gonna use the time in between or after the class to figure out a way to do that with the youth or the adults or the teacher. I have or somebody else. There's a way to figure it out. Yeah and sometimes you know in our tradition. There's certain callings naturally feel more purposeful right that totally as branch president or a bishop or say president your infused with purpose like you don't even have to go look for it comes to you right for the most part and but nonetheless one thing i learned during my time as bishop is that there wasn't a lot that i did that i couldn't continue doing when i wasn't bishop i didn't have an office or i didn't meet with people through the process but i still impact lives and reach out and touch people because of because have a higher purpose that i was responsible of giving myself right. Yeah i think that's the true test of not the true tests. A true test of conversion is when i get released do i lose momentum and fall flat or do i maintain my sense of purpose in. I've talked to many folks who get released from these positions. You're talking bishop released president in you. Ask them how's it going in. They often joke and say well. My life is so much freer. They might also say. I lost by sense of purpose. Like i just don't feel like. I have a reason to show up and i would argue that that's why purposes important because it's bigger than a calling. It just is. Yeah any advice. You'd give if not know we've talked about if an individual's didn't like they're calling but helping another person find purpose in their calling it. Make sure they're enjoying it. Yeah i've never found. Anybody can identify their purpose in isolation so i have yet to have a client that just kind of sits by themselves in a quiet room with a notebook and writes down whether purposes. It just doesn't work. There's something about purpose that has to be extroverted has to be externally processed. You say it. In so i think one of the gifts we can offer other people really two things. The first is being a listening ear asking questions to which enjoy to gives you meaning where you find. Gratification is calling. We are finding out if how can i help you. How can i help you find satisfaction really asking the questions listening. The second thing we can do is reflect back to the person what we see. So there's a principle i love. Which is it's hard to see the picture when you're inside the frame. Because you're in the painting you can't see your own greatness. Everybody else around. You sees it. In fact if i ask twenty five people who know kurt well. We like his purposes. I thought there'd be some general uniformity to their answers. I think that we can do this for people. We can share with them. What we see whether they wanna take accepted or not as up to them but there's something powerful about somebody's sitting down with you. Hey you seem to really come alive win. Or i couldn't help notice this powerful thing you did or you really had an impact on me when you did this thing. It can be a great way to reflect back to people. Here's some purpose have found that you have. It can be very affirming for folks awesome. Well what are we missing On the we hit everything on the outline in some some direction think we nailed it. Yeah i think we did. We cover the the key points which again remember purposes. It's intentional purposes.

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Other focus in most important means broad is short in. Its bill from your pass. So if you're trying to identify what your life purposes it's worth taking time to sit down reflect backward and ask the question. What has helped shape. Who i am today. I kau have gotten here. Let me share a couple of other questions for folks. They can scribble down right down with they want these greg call five power questions to mine out purpose case. I'm gonna read these offering quickly verses. One three people have most shaped who you are today in. Why if you can dig into that in. Ask the question. Why have they shaped me in how they shaped me purpose starts roberge question number two. What are three experiences that have most affected you in why number three three interests that are most motivating in fulfilling three things. You love investing your time in that are super satisfying electrify number four. Imagine you can write the script for your life knowing everything will go as well as it possibly could. What is the story like to see unravel before you and then question number five. What is the problem. You see in your family community church city the really bothers you and you wanna solve. What is the promise. It you just really want to get to the heart of what something near and dear to you. Our problems challenges difficulty purpose emerges from those things so help. Those are helpful. The people that are listening is starting to kind of try to figure out the purpose he had powerful questions in in this gene manasseh. Follow question here. That i think those be helpful for says i'm enlisted. I'm enlisted aircraft mechanic in the air force. I think ambitious goals of becoming an officer. But then i think this world needs more workers than bosses. And i'm good at being a workers so i should just lift where i stand. Is this a mental roadblock to purpose and if so what can someone like me do to overcome that and shift perspective had you justified desire to lead in and you know the first thing in mind is just going through that exercise of janus sit down with those questions you just ask were Leads him right inspires them. But how would you respond. Yeah i think there are two forces pushing against us when it comes to trying to figure out. Should i step up the lead. Should i be a worker. Should be boss. Should i really go kind of go. After that. the first forces the resistance that comes from the adversary telling us you're not good enough. Stay put stay where you are. You're doing just what you should be doing. Don't grow don't go further. don't progress that resistance comes in the form of fear lack of confidence and self doubt that internal voice just tells us for not get enough in so i would say of. That's the voices tanya to stay put. We need more workers. No more layers push against it. You gotta fight back. You've got the thing. The second voice that i found is the voice of the lord and he will sometimes say. I just need you to lift where you are any gentle lift where you stand so just be who you are. Be the best. You can be content with where you're at the voice very different one of them when you hear it. It feels very deflating. The voice the adversary that makes you feel discouraged. Week fearful tired you give up if you feeling that pushed back and fightback but the second voices affirming and you feel that reinforcement you'll feel god's sadia spe- who you are Be anything more than who you are. I just need you to be who you are where you are right now. Lift we stand. That was very different because you walk away feeling lifted elevated inspired powerful like. Okay cool. I can do this. I can be that branch president in the spanish branch in. I'm just gonna do the best. I know how or whatever you're calling might be so pay intention to where the voice comes from. He and i love the idea of just recognizing energy that as you sit with each one of those ideas like is it. Is it fear. Do i get excited right. You know jamie and talks about the ambition or ambitious goal to be being officer like what do you feel when you even state that That phrase that. I am an officer. You know in the air force. How does that feel an energy goals

from that and if it's exciting if it's motivating if it looks maybe it is scary but did they energy pulls you through that then. Maybe there's a larger story there to step into yet. If i had an energy meter on a statement as you read it it went like this. I've got this ambitious goal to be an officer one day but then i think maybe i should just stay. Put be who i am era. You hear anything. No you definitely need to go for that. Yeah and again. This isn't about convincing everybody to quit your cubicle job. Go buy a ferrari and and you know that's not what this is about by really getting at peace in getting your purpose at the center of your life because we are god's workmanship like he will lead us into that story if we engage in it in lean into it a little bit. Even when it's scary it's about being intentional. It's kinda stumbling through live in accidentally kind of finding our purpose.

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The same withdrew with talents. Being on living life. On purpose saying yeah. I want to figure out why. I'm here in want to magnify that perfect. Well this has been great. You got one more question for you. But if people want to reach out and learn more about What how you help people. Where would you send them a couple of places that might be helpful. The first is the purpose blueprint dot com it. Actually at the purpose blueprint dot com slash training. I've got a free training there. It's an hour long. That will help give you some steps to figure out your purpose on give you some more examples and anecdotes in many of the things. I talked about today at got slides and visuals. That might help so again. That's the purpose blueprint dot com slash training or just the purpose blueprint dot com website. Second as with talents of my email is decidedly have proof leadership dot com if i can be helpful. Don't hesitate to reach out if you wanna balance a purpose statement of me. I have people do that from time to time again. I'm not like the guardian or gatekeeper. Purpose i'm not gonna wave the wand and say approved denied but what i can do is push on it a little bit naked. Say okay tell me more like why this wind or how would you short this. I'm happy to do that. So dustin at proof leadership dot com lovet cushion. I have in and it's going to be related to our overall discussion but just stepping into your role as a branch president. I think last time we talked you were in the stake presidency and so in it's been about a year. Sounds like since you've been in this role. Yeah i'm just curious like being a branch president leading in that way. How has that made you better disciple. Or follower of jesus christ. Yeah i've learned to be more empathetic to be more patient to be more long suffering. You know it's interesting i. This is a challenging calling for sure and the stake presidency. I was more of a trainer motivator speaker. A coach i got to temple recommends is very kind of positive very affirming when you're branch president. You're on the ground you get to be like the savior. You get to stand in his shoes. Against at empathizing connected. You really really helped. People see their hearts and see them for who they are. I love these people and it's rubbed off some of those rough parts in stone as they continue to go through life than it is for sure deepened may might patients my long suffering in my appreciation of savior. Because i know he is the very same way with powerful. That concludes my interview with dustin peterson. I enjoyed hope to those questions that he listed. Put those in the show notes. So you can go through that. This is just is one of those things. that can't just list new podcast and run and go do right. You've got to sit with these. You've got to go through the process you have to

refine and sometimes it can feel out there right then. What does this purpose thing. It doesn't feel real. And i'm just repeating things that isn't reality but i promise you i've seen great impact in my personal life about purpose. I remember i mean. Just some of the goals i've had with leading saints and whatnot. I remember sitting down thinking some day leading. Saints is gonna twenty thousand people on the email list and guess what we're about their. I'm that seemed like such a far out. Goal there but it all goes back to the purpose of we exist to help latter-day saints be better prepared to lead and that's released my own life purpose of bringing creative thought to the world of leadership and all these things is what we need to clarify these things so that we can better apply and make a difference in the world and be god's workmanship and remember if you know someone who a great fit for the how i lead segment go to leading stout org slash contact and submit your suggestion. It came as a result of the position of leadership which was imposed upon us. I the god of heaven who brought forth a restoration of the gospel of jesus christ when the declaration was made concerning the owner and only true and living church on the face of the earth we were immediately put in a position of loneliness loneliness of leadership from which we cannot shrink nor runaway and which we must face up with boldness and courage and ability.