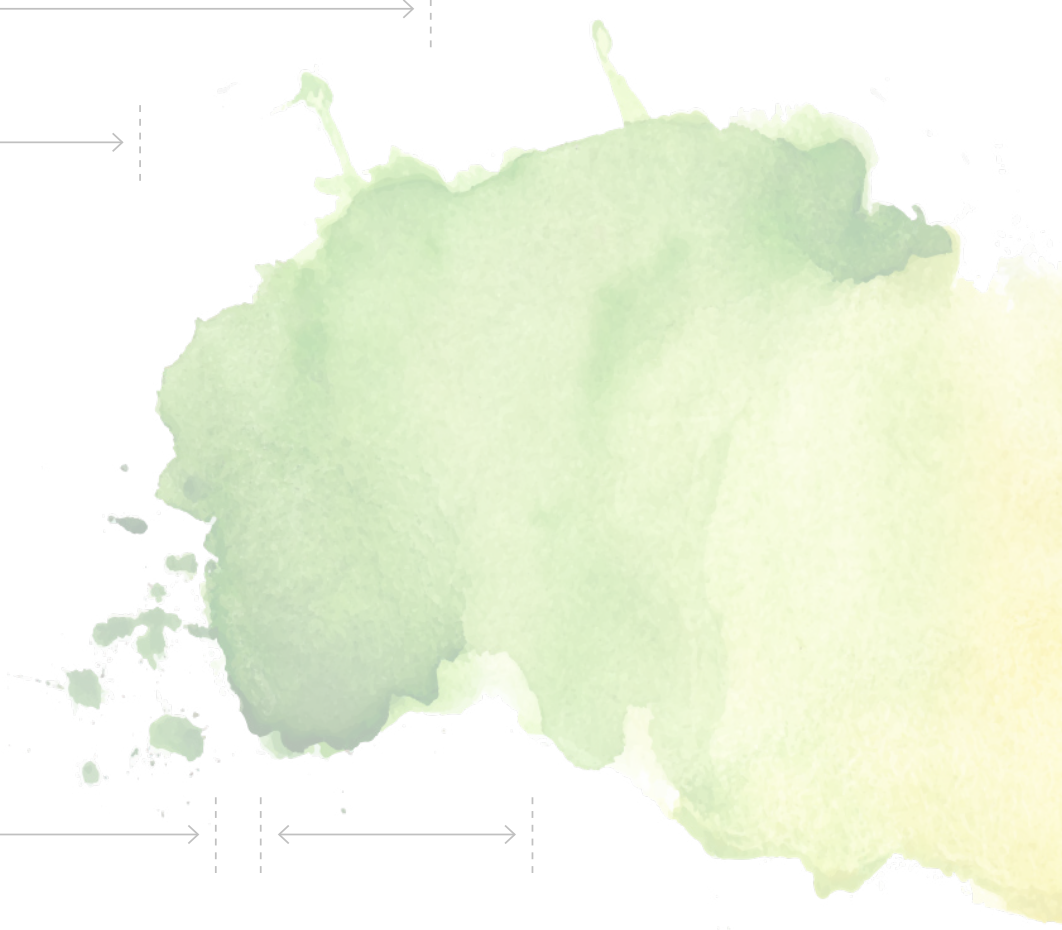


SURRENDER *to* LEAD

# Personal Results Equation Builder



# What This Is and Why It Matters

The Personal Results Equation is the heartbeat of surrendered living:

**Purpose + Drivers + Beliefs = Results**

This framework unites,

your personal **purpose** → (your why),  
the **personal drivers that move you** → (your how),  
and the **core beliefs** that guide you → (your way).

These elements together define the results you want in life – both your big-picture vision and the near-term milestones that get you there.

Completing this one-page draft brings clarity to who you are, where you're going, and how you'll get there. When you align it with your organization's Results Equation, you create profound fulfillment: you stop just working for a company and start living your calling.

**Personal Results Equation**

|                     |  |  |  |
|---------------------|--|--|--|
| My Purpose          |  |  |  |
| My Vision           |  |  |  |
| My Key Results      |  |  |  |
| My Personal Drivers |  |  |  |
| My Core Beliefs     |  |  |  |

Step 1:

## Clarify Your Purpose (Your Why)

### Why do you exist?

Your purpose is your deeper reason for living – the contribution you want to make in the world beyond personal success. It should inspire you daily and guide your decisions, especially in hard moments.

#### Best Practices

- Six words or fewer (excluding “My purpose is to…”).
- Focus on essence, not a list of roles or goals.
- Inspiring + actionable – It should energize you and inform choices.
- Avoid jargon – If a child couldn’t repeat it, simplify it.
- Ask “why” five times – Drill down to your core truth.

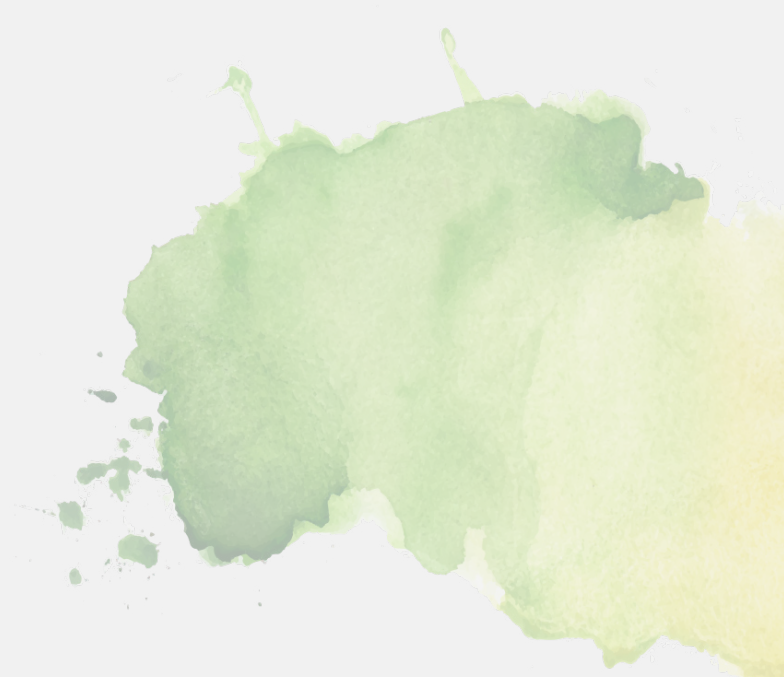
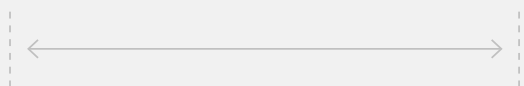
#### Tests

- Does this inspire me?
- Does it guide my daily decisions?
- If I live this fully, will it naturally lead toward the life I want to live?

#### Examples

- Serve God and others
- Optimize human potential
- Be better every day

### Write Your Purpose



Step 2:

## Define Your Vision (Your Future State)

### Where are you going?

Your Vision paints a vivid picture of your life 3-5 years out – the future state you're aiming for. It motivates you, clarifies priorities, and acts as your personal North Star.

#### Best Practices

- What measurable result would you dream of creating in 3-5 years?
- Focus on who you're becoming rather than only what you're doing.
- Align with your Purpose: if you live your purpose daily, this vision naturally follows.

#### Tests

- Does this inspire?
- Does it guide decision-making?
- Will you remember it for years to come?

#### Examples

- Achieve ten years of sobriety by 2030
- Impact five million lives with the power of surrender by 2026
- Achieve a net worth of \$5M dollars by 2028

## Write Your Vision



Step 3:

## Establish Key Results (This Year's Proof Points)

### How will you know you're on track?

Key Results are your annual milestones – 3 measurable outcomes that show progress toward your Vision. They keep you focused on what matters most right now.

#### Best Practices

- Meaningful – Outcomes that truly matter for future success (not vanity metrics).
- Measurable – Clear targets you can track.
- Memorable – 3 priorities gives you the best focus.

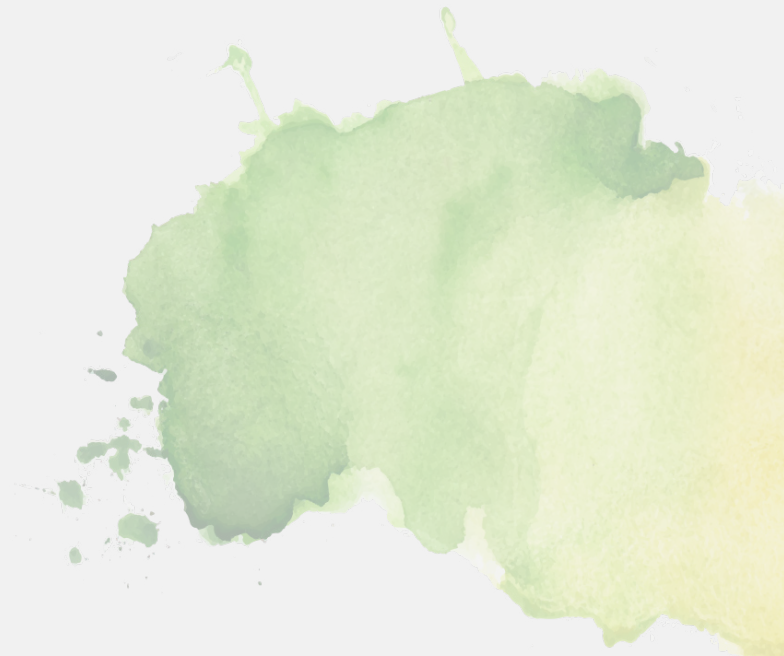
#### Tests

- If I achieve these, am I clearly on track to my Vision?
- Can I see how daily actions connect to these results?
- Are they ambitious but realistic?

#### Examples

- Another year sober
- Qualify for Ironman World Championship in Kona
- Finish writing my book

### Write Your Key Results



Step 4:

## Identify Personal Drivers (Your How)

### What should you focus on to move you toward those results?

Drivers are the priorities you commit to living by – the big bets you’re making that guide how you spend your time, energy, and resources.

#### Best Practices

- Limit your strategic drives to 3 – focus creates momentum; more creates noise.
- Big enough to shape your life, simple enough to guide daily prioritization choices.
- Drivers must connect to your results.

#### Tests

- Do these drivers meaningfully support my Key Results?
- Could someone close to me understand what this means?
- Are these drivers the right size – not too vague, not too detailed?

#### Examples

- *Spiritual practice*
- *Physical health*
- *Financial focus*

### Write Your Personal Drivers



Step 5:

## Articulate Core Beliefs (Your Way)

### How must I think and act to live this?

Core Beliefs describe the mindset and behaviors you choose to live by. They are short, actionable, and deeply personal.

#### Best Practices

- Ask: what beliefs do I need to live my purpose daily?
- Keep them short, sticky, and positive (e.g., “I begin each day with my morning routine”).
- Limit to 3 – more creates noise.

#### Tests

- Do these beliefs reinforce my purpose and results?
- Can I use them in daily reflection and decision-making?
- Are they stated as “I do this” vs. “I don’t do that”?

#### Examples

- Just keep going: *I am resilient in the face of challenges*
- Progress Over Perfection: *I invest in my growth each week*
- Divine Surrender: *I am a vehicle for God’s will, not my will*

### Write Your Core Beliefs



# Alignment Check

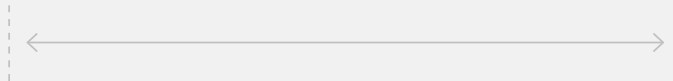
After drafting, ask:

- ✓ If I live my **Purpose**, will I naturally move toward my Vision?
- ✓ If I hit my **Key Results**, am I clearly on track to my Vision?
- ✓ Do my **Personal Drivers** support those Key Results?
- ✓ Do my **Core Beliefs** describe the mindset needed to execute on my Personal Drivers?
- ✓ How does this align with The Results Equation™ of the organization or group I'm a part of?

Next Step:

## Live and Align

You now have a draft of your Personal Results Equation — your compass for living and leading. The next step is to revisit it weekly, refine it as you grow, and notice where it aligns (or doesn't) with the organizations you serve. When the two equations connect and align, fulfillment follows: you stop white-knuckling through work and start living your calling.



# Personal Results Equation

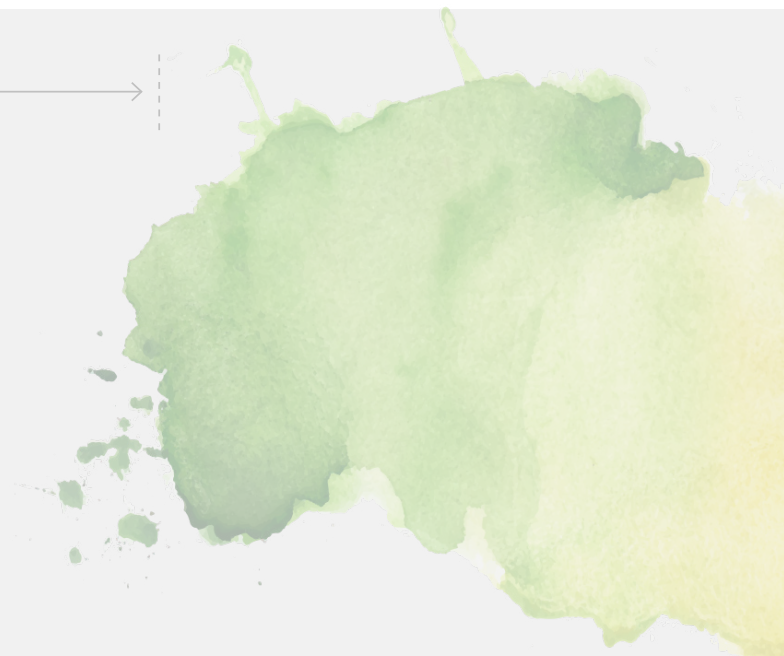
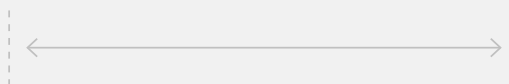
My Purpose

My Vision

My Key  
Results

My Personal  
Drivers

My Core  
Beliefs



Spend 30 minutes with our subject-matter expert senior partners to discuss and address your organization's challenges through specific culture recommendations to change the entire trajectory of your organization.

Speak With an Expert

[surrendertolead.com/consultation](https://surrendertolead.com/consultation)