



EXPLORASELF

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99 BUILT TO LEAD

ONE LEADER
IN THE MAKING.

99 PRACTICAL TOOLS
FOR FOUNDERS BUILDING WHAT MATTERS

A PERSONAL LEADERSHIP FIELD GUIDE

EXPLORASELF.COM

100 FRAMEWORKS

LEAD YOURSELF. GROW YOUR BUSINESS.

A practical field guide for the person behind the business.

100 original reflection and decision tools

Each begins with a real founder situation and ends with a choice you can examine.

SELF PEOPLE WORK BUSINESS

P.A.C.E.

The existing core loop behind the 100 tools.

P

PAUSE

Make space before the automatic response.

A

ASSESS

Separate facts, meaning, values and conditions.

C

CHOOSE

Name the decision you own and why it fits.

E

EXECUTE

Take a proportionate step and review it.

P.A.C.E. is one existing ExploraSelf method. The next 100 acronym frameworks are additional tools.

AWARE

Your first reaction is information. Your next move is a choice.

WHEN TO USE THIS TOOL

Use this when your reaction arrives before you have named what actually happened.

THE LETTERS AND THE MOVE

A**Attend to the moment****W****What happened****A****Assumptions in play****R****Responsibility you hold****E****Experiment with a response**

ASK YOURSELF

What changed in you just before the decision became urgent?

AWARE

SEE THE TOOL IN A REAL MOMENT

A FOUNDER MOMENT

A client questions a decision. You feel your chest tighten and want to defend the whole business.

WHAT MAY BE UNDERNEATH

A wish to be capable, trusted or understood may sit beside the reaction. Ask what matters to this founder before naming a motive.

A WORKED EXAMPLE

A client asks why a deadline moved. You notice a flash of defensiveness, separate her question from your story about being judged, and offer a clear update.

NOW MAKE IT YOURS

What changed in you just before the decision became urgent?

What did you add in interpretation, and what else could explain it?

EXPLORE NEXT: The EQ Dividend

exploraself.com/eq

Reflect, choose one proportionate step, and review what it teaches.

SEED

A convincing story still needs evidence.

WHEN TO USE THIS TOOL

Use this when a small event has turned into a confident story about someone's motive.

THE LETTERS AND THE MOVE

S**State the observable event****E****Experience the feeling****E****Examine the story****D****Decide what matters**

ASK YOURSELF

What do you know directly, and what did your mind add?

SEED

SEE THE TOOL IN A REAL MOMENT

A FOUNDER MOMENT

A colleague misses a handoff. Before asking why, you have decided they do not care.

WHAT MAY BE UNDERNEATH

A wish to be capable, trusted or understood may sit beside the reaction.
Ask what matters to this founder before naming a motive.

A WORKED EXAMPLE

The missed handoff is a fact. 'They do not care' is a story. Ask what blocked the work, then agree on a checkpoint you can both see.

NOW MAKE IT YOURS

What do you know directly, and what did your mind add?

What did you add in interpretation, and what else could explain it?

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exploraself.com/eq

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TEMPO

Urgency is a feeling. Timing is a decision.

WHEN TO USE THIS TOOL

Use this when urgency is pushing you to act before you have heard yourself think.

THE LETTERS AND THE MOVE

T Trace the trigger

E Explain the emotion

M Map the meaning

P Pause for choice

O Open one option

ASK YOURSELF

If you waited one minute, what would become easier to see?

TEMPO

SEE THE TOOL IN A REAL MOMENT

A FOUNDER MOMENT

You are about to accept a project because the silence after saying no feels uncomfortable.

WHAT MAY BE UNDERNEATH

A wish to be capable, trusted or understood may sit beside the reaction.
Ask what matters to this founder before naming a motive.

A WORKED EXAMPLE

A new project sounds flattering. Before agreeing, name the excitement and the fear of losing it. Check next week's capacity, then answer with a realistic date.

NOW MAKE IT YOURS

If you waited one minute, what would become easier to see?

What did you add in interpretation, and what else could explain it?

EXPLORE NEXT: Anger Is Expensive: The Founder's Workbook

exploraself.com/ebooks/anger-is-expensive-workbook

Reflect, choose one proportionate step, and review what it teaches.

SIFT

Separate what you saw from what you concluded.

WHEN TO USE THIS TOOL

Use this when your first explanation feels certain but the evidence is still thin.

THE LETTERS AND THE MOVE

S**Stop the automatic answer****I****Identify what is known****F****Find the interpretation****T****Test it with evidence**

ASK YOURSELF

What part of your conclusion is evidence, and what part is a guess?

SIFT

SEE THE TOOL IN A REAL MOMENT

A FOUNDER MOMENT

Sales dip for a week, and your mind jumps straight to 'the offer is wrong.'

WHAT MAY BE UNDERNEATH

A wish to be capable, trusted or understood may sit beside the reaction.
Ask what matters to this founder before naming a motive.

A WORKED EXAMPLE

Sales were lower this week. That is the signal. 'The offer is wrong' is a hypothesis. Compare more weeks and ask customers before changing the offer.

NOW MAKE IT YOURS

What part of your conclusion is evidence, and what part is a guess?

What did you add in interpretation, and what else could explain it?

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