

## NEXT STEPS

# CLARIFY THE WHY

### CHARACTER

If your character scores 2 or below.  
Consider the following next steps:

Helping in a tricky situation doesn't always mean compromising your character—it's about handling the situation thoughtfully and with integrity.

**Clarify the Consequences:** Understand how helping in the situation could affect your character. Are the risks reputational, moral, legal, or ethical? Further identify what is at stake and what could be compromised.

**Weigh the Moral Dilemma:** Reflect on your core values. Would helping align with your personal ethics, even if it might result in a misunderstanding or misperception? Integrity comes from staying true to your beliefs, even when the optics are challenging.

**Set Boundaries:** Sometimes, involvement may be unavoidable, but it's crucial to define clear boundaries. Communicate what you are willing and unwilling to do, ensuring your actions align with your principles.

**Transparency and Accountability:** Be open about your reasons for getting involved, and, if possible, include others who can vouch for your intent. Being transparent can mitigate potential damage to your character, especially when the situation is sensitive.

**Assess the Bigger Picture:** Consider whether your involvement is essential to solving the issue. Can you help without compromising your values, or is there someone else better suited for the role?

**Seek Counsel:** Before acting, consult trusted colleagues, mentors, or advisors who can offer perspective. They might see things you don't or provide alternative solutions that protect your integrity.

**Prepare for Fallout:** If you must act, be prepared for potential backlash. Have a plan for addressing misunderstandings or defending your character should your involvement be questioned.

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### MOTIVES

If your motive scores 2 or below.  
Consider the following next steps:

Recognizing unclear or disingenuous motives is a sign of maturity, and addressing them thoughtfully can prevent further missteps and foster growth in personal integrity.

**Pause and Journal:** Take a step back to examine why you feel your motives might not be genuine. Understanding the root cause is vital to figuring out the appropriate next steps.

**Reassess the Decision to Help:** Ask yourself whether you should continue to assist in the situation. If your involvement is driven by self-interest rather than a genuine desire to help, it may be wise to reconsider your role. It's better to withdraw gracefully than to continue acting from a place of unclear or false motives, which could lead to regret or harm.

**Clarify Your Intentions:** Be honest with yourself about what you hope to achieve by helping. This may lead you to either realign your intentions with the genuine needs of the situation or step back if you find you are not the right person to help.

**Consider the Impact:** Even if your motives aren't pure, consider whether your involvement will still result in a positive outcome for the person or others. Sometimes, the impact of your actions can outweigh imperfect intentions, but it's crucial to ensure you aren't causing harm.

**Be Transparent if Necessary:** Sometimes, sharing your uncertainty about your motives with a trusted person can provide perspective. They might help you see the situation more clearly or confirm whether your continued involvement would benefit or harm.

**Make a plan for future growth:** Use this moment of self-awareness to grow. Reflect on what led you to this point and how you can align your future actions with more genuine, clear motives. It's a chance to develop better habits of self-reflection and intentionality.

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### IMPACT

If your impact scores 2 or below.  
Consider the following next steps:

Helping doesn't always guarantee a perfect outcome, but by reevaluating your role and adjusting as needed, you can ensure that your actions are intentional, thoughtful, and aimed at the best possible result.

**Reevaluate the Situation:** Take a step back and reexamine the circumstances. Has something changed since your initial decision to help? New information, perspectives, or developments may be altering your outlook. Identify the specific factors causing doubt.

**Consider Potential Risks and Consequences:** Reflect on both the positive and negative outcomes that could result from your actions. Try to anticipate unintended consequences. Will your involvement cause harm or create more problems?

**Seek Feedback:** Consult with others involved in the situation or trusted mentors. Getting a fresh perspective can help you see blind spots or confirm whether your concerns are valid. External insights can sometimes help clarify your actions' actual potential impact.

**Realign Your Approach:** If your original approach may not have a positive impact, consider adjusting your course of action. Can you change your strategy so it better aligns with the desired outcome? Consider your actions' broader, long-term effects.

**Be Willing to Step Back:** Sometimes, the best decision is to withdraw or reduce your involvement if it becomes clear that your help won't be as beneficial as expected. This doesn't mean failure—it's a responsible choice to avoid causing harm or complicating the situation.

**Communicate Clearly:** If you decide to pull back or adjust your approach, communicate your reasons transparently. Explain your concerns about the impact and how you've come to your decision, ensuring you maintain trust and understanding with those involved.

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### BOUNDARIES

If your boundaries scores 2 or below.  
Consider the following next steps:

Maintaining healthy boundaries ensures that you can help others without depleting yourself. Boundaries protect both you and the person you're assisting, fostering a healthier, more sustainable dynamic.

**Clarify Your Boundaries:** Before offering help, clearly define your boundaries. Ask yourself what you are willing to do, how much time or emotional energy you can invest, and where to draw the line. Setting these limits upfront helps prevent overextension or feelings of resentment later.

**Communicate Boundaries Early:** Once clear on your limits, communicate them openly with the person you're helping. It's easier to establish boundaries early rather than trying to impose them after you've already overextended yourself.

**Check-In with Yourself Regularly:** Throughout helping, take time to assess how you're feeling. Are you starting to feel overwhelmed, stressed, or drained? These are signs that your boundaries might be weakening, and you need to step back or readjust.

**Practice Saying No:** If you struggle to maintain boundaries, practice saying no when necessary. Saying no doesn't make you less supportive; it makes your support sustainable.

**Delegate or Share the Responsibility:** If you're concerned about maintaining healthy boundaries, consider whether you're the only person who can help or if others could also contribute.

**Recognize Manipulative Behavior:** Sometimes, those we help may unintentionally (or intentionally) push our boundaries. Be aware of signs of guilt-tripping, over-dependence, or manipulation.

**Plan for Boundary Reinforcement:** Surround yourself with people who can provide guidance and support as you help others. They can help you recognize when you're approaching a boundary violation or feeling overwhelmed and offer advice on regaining balance.