

GOD Designed Business

WORKBOOK

MARCH 2023

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Hello and welcome to this workshop!

First, we want to congratulate you for valuing and honoring yourself and the relationships around you by attending this weekend!

We can assure you that choosing to invest in deepening the understanding of who you are is one of the most important things you could do.

We believe that God made us to experience and understand more of Him through the people in our lives. The relationships with the people in your life, and yourself, were designed by God. It is a powerful way for Him to reveal His nature to us from the beginning.

We have designed this workshop just for you.

We hope the next two days will truly grow, empower, equip, and enrich your life.

Please don't hesitate to ask questions, laugh, and have fun; we are here to serve you!

Chris Behnke

A handwritten signature in black ink, appearing to read "Chris Behnke". The signature is fluid and cursive, with the first letters of the first and last names being capitalized and prominent.

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How to get the most out of this workshop.

The GOD Designed Business is a bit different from other popular business workshops.

First and foremost, we want this workshop and all the content to be practical. Each lesson has been designed to give you tools that you can begin to use; today. Tools that will help enrich the relationships with your spouse, children, friends, co-workers, employees, family, and even acquaintances.

During this workshop, we employ an assessment called the NEXUS Profile. The NEXUS Profile is a powerful human assessment that measures the innate, unchanging nature of who you are: the way **God designed you**, even before you were born. The NEXUS Profile has been developed over many years and is based on behavioral science and real-world practical application, study, and implementation, all with a Biblical foundation. It has proven to be one of the most accurate assessments ever created.

We have developed this workshop to help people better understand themselves and the people around them. This understanding provides the foundation and tools needed to enrich lives and empower people to fulfill the assignments that God has given them as believers here on earth.

The enemy seeks to steal, kill, and destroy; nowhere is this more evident than in the relationships with the people we care about most. We hope this workshop will play a part in helping to reclaim ground for the Kingdom.

To get the most out of this workshop, you must posture yourself to learn, be open, and be prepared to look at yourself and the people around you differently. Be open-minded and take each exercise seriously.

Put thought and effort into it, and I promise you'll receive an incredible return.

It's also important to understand that no two-day event can solve all your problems. Nor can it change poor communication habits and interactions overnight. The tools here will help you understand and see things in a new light. However, it will still take deliberate and purposeful effort over time to make your relationships the best they can be.

It's worth it, though. Trust me; it's worth it.

You will never regret the investment you make into the relationships in your life, especially those closest to you.

LESSON 1

NOTES /// Lesson ONE

Why?

Notes:

If we can learn to shift our understanding of the people around us and begin to love and communicate with them in a way that honors their core motivational drivers, we will experience incredible transformation in our relationships.

- Chris Behnke

LESSON 2

NOTES /// Lesson TWO

Understanding Your NEXUS Type /// **STABILIZER**

Notes:

“You can make more friends in two months by becoming interested in other people than you can in two years by trying to get other people interested in you.”

- Dale Carnegie

LESSON 2

NOTES /// Lesson TWO

Understanding Your NEXUS Type /// **INFLUENCER**

Notes:

Truth is often followed by the parasites of fear, selfishness and laziness.”

-Prudence O’Haire

LESSON 2

NOTES /// Lesson TWO

Understanding Your NEXUS Type /// SOLUTIONARY

Notes:

"True friendship comes when the silence between two people is comfortable."

- David Tyson

LESSON 3

NOTES /// Lesson THREE

Your Purpose & Assignment

Notes:

“Those that never take the risk, embrace the challenge, and climb the mountain, will never experience the views.”

- Chris Behnke

LESSON 4

NOTES /// Lesson FOUR

Finding Your “PIVOT”

Notes:

How many slams are in an old screen door? Depends how loud you shut it. How many slices in a loaf of bread? Depends how thin you cut it. How much good is inside a day? Depends how good you live 'em. How much love is inside a friend? Depends how much you give 'em.”

— Shel Silverstein

LESSON 5

NOTES /// Lesson FIVE

Your BLEND (God’s Perfect & Unique Recipe)

Notes:

“I’ll never ask you to change for me because you are perfect just the way you are.”
- Unknown

LESSON 7

NOTES /// Lesson SEVEN

Making Tough Conversations Easy

Notes:

“I never could have accomplished what I have today without the love I feel from you!” – Unknown

LESSON 8

NOTES /// Lesson EIGHT

Understanding Our Misalignment

Notes:

“Love is supposed to be based on trust, and trust on love, it’s something rare and beautiful when people can confide in each other without fearing what the other person will think.”

— E.A. Bucchianeri

NEXUS Profile Handbook

ESSENTIAL Tools To Better Understand YOUR NEXUS Type

GOD DESIGNED BUSINESS EDITION

Definitions / Rules / Biblical References

Glossary:

The NEXUS Profile

The 'NEXUS Profile' is an assessment that reveals your unique and original MOTIVATIONAL DESIGN. It quantifies the special blend of MOTIVATIONAL DRIVERS that create the person you are.

We call the 'blend' of all your MOTIVATIONAL DRIVERS your ORIGINAL DESIGN Blend. This blend is made from your four 'types'. Everyone has some of each of the four types. Your profile is labeled with your first (or highest-numbered) two 'types'. Your 'score' is the numerical assignment of all four types.

For example, if you are a 40 DRIVER, 37 INFLUENCER, 19 SOLUTIONARY, 8 STABILIZER, your NEXUS Profile would be known as a DRIVER/INFLUENCER (your two highest-numbered 'types'). Even though someone with that score would often be referred to as a DRIVER / INFLUENCER (or DRIVER in more simple terms), you're still a perfect blend of all four 'types'.

NEXUS Type

When you complete The NEXUS Profile, the assessment analyzes your answers. It produces a unique 'SCORE' for each of the four 'TYPES'. These 'TYPES' are

- DRIVER
- INFLUENCER
- SOLUTIONARY
- STABILIZER

Every person is a unique 'blend' of all four 'types'. Most people have a dominant 'type'. Occasionally a person can have a tie (or the same numerical score) in 2-3 'types'. While it is rare, there could be a tie in all four 'types'. This does happen and is even expected to happen.

MOTIVATORS or Behavioral (What I Want)

There are four MOTIVATORS:

- PROGRESS
- RELATIONAL UNITY
- SOLUTIONS
- BALANCE

You can think of each of these as the gas for your car; like Diesel vs. Gasoline. What is the 'gas' that makes YOUR 'car' go? What is the motivation behind "why you do what you do"? We often describe these 'MOTIVATORS' as energy, fuel, or 'drivers'.

Ethic (Approach to Achieve)

There are four ETHICS:

- DETERMINATION
- CONNECTION
- UNDERSTANDING
- INFORMATION

Think of the 'ETHIC' as the **reason** behind the motivator. For a SOLUTIONARY, the ETHIC is 'UNDERSTANDING'; it's the 'why'.

A SOLUTIONARY uses the 'fuel' of 'UNDERSTANDING' to deliver SOLUTIONS to the world. We describe this as "catalyzed by". So, a SOLUTIONARY is catalyzed by 'UNDERSTANDING'.

TYPE / MOTIVATOR / ETHIC Breakdown (see chart below)

TYPE	>>	MOTIVATOR	>>	ETHIC
DRIVER	>>	PROGRESS	>>	DETERMINATION
INFLUENCER	>>	RELATIONAL UNITY	>>	CONNECTION
SOLUTIONARY	>>	SOLUTIONS	>>	UNDERSTANDING
STABILIZER	>>	BALANCE	>>	INFORMATION

ORIGINAL Design

Every person is made up of MOTIVATORS. These MOTIVATORS can be described as the energy, fuel, or reasons that compel us to behave in various situations. They are 'behind' or 'underneath' our behavior, like the 'gas' for our car. The MOTIVATORS compel the behavior and decision-making and, even more importantly, the perspective we have regarding the world around us.

These MOTIVATORS are not a new-age-kind-of-woo-woo-energy but an accurate descriptor of the innate 'push' behind why we take specific actions and don't take others. We call it a 'DESIGN' because God designed us this way. We call it ORIGINAL because we believe God made us with **specific** MOTIVATORS on **purpose** from the **beginning before birth**, according to His unique plan for our life.

NEXUS Design Blend

Your 'NEXUS Design Blend' is the 'blend' of energies that make up who you are. It was given to you on purpose by God before birth. It doesn't change over time. How you respond to the world DOES change. There isn't a 'better' or 'lacking' blend. Each one of us was made perfectly to God's design, according to His purpose.

Design Approach

Think of your 'Design Approach' as the special recipe in which God made you to be able to approach and tackle the things life brings to you. It's the way you solve problems, but it's also the way you 'view' the world around you. It's the blend that makes you think the way you think, do things the way you do, and say what you say. It's your 'approach' to conflict resolution, team building, communication, ideation, and thinking. Some people approach situations from a "*let's get along*" mentality (they are called INFLUENCERS). Some people approach projects with a "*we shouldn't start until we have all the information*" position (they are called STABILIZERS). EACH 'Design Approach' looks at and deals with life, and the obstacles it presents, differently.

Difference (Sometimes referred to as 'Magnitude of Difference')

This is the point difference between 'TYPE' SCORES. For example, if your NEXUS Profile is 40 DRIVER and 37 INFLUENCER, there would be a 3-point 'difference' between DRIVER and INFLUENCER.

Order of Magnitude

For every 10 points of difference there is one 'Order of Magnitude' difference; or 10 times greater.

So a 40 DRIVER and a 30 INFLUENCER is 1 'Order of Magnitude'. This person is 10 times more DRIVER than INFLUENCER. **This is a HUGE difference.** So a 40 DRIVER and a 20 INFLUENCER are 100 times different. If someone has a 30-point difference, they are 1000 times more of a DRIVER than an INFLUENCER.

You can also think of this as 'ease of use' or 'naturally inclined to'. They are 100 times more 'naturally inclined' to act from DRIVER than INFLUENCER if they have a 40 DRIVER and a 20 INFLUENCER.

Catalytic Faith/Dimmer Switch

CATALYTIC FAITH describes the 'perceived effectiveness' of your current DESIGN APPROACH. Think of this like a dimmer switch connected to "how well your approach is working".

Example: SOLUTIONARY; they want to bring solutions to the world (MOTIVATOR). They do this through UNDERSTANDING (ETHIC). If the perceived effectiveness of their understanding is not producing solutions, or they are found to have inaccurate or incomplete understanding, the 'FAITH' in their contribution begins to diminish. Doubt, fear, and anxiety all begin to take root inside them. We describe this as a light-in-the-room-getting-darker the longer that 'things aren't working' moment.

Misaligned/Misalignment

Everyone, no matter how good or bad, easy or difficult their life is, will experience a misalignment from their ORIGINAL DESIGN or 'true nature'. When you are born, you function just the way God intended. At that moment, you are perfectly aligned with God's original design.

Then, as life happens, you 'learn' how to deal with the world around you and some misalignment occurs. Parents inevitably cause misalignment, as well as the circumstances you face daily throughout your life. This is a reality. However, God's

original design for you was not an accident. Learning how to reprogram your brain 'back' to God's original design is an essential step in being the very best version of yourself.

Negative/Positive Conflict Strategy

Each NEXUS 'type' approaches decision-making, conversations, and conflict differently. These differences are God-designed and good! However, if purposeful action, through awareness and maturity is not employed, you will naturally move from a positive to a negative conflict strategy. Your POSITIVE CONFLICT STRATEGY is the correct, mature way to approach any situation while acting in one specific NEXUS TYPE. Your NEGATIVE CONFLICT STRATEGY is the incorrect, immature way to approach any situation while acting in one specific NEXUS TYPE.

There are four POSITIVE CONFLICT Strategies:

- DRIVER >> COMPEL TO POSITIVE PROGRESS
- INFLUENCER >> VISION CAST + ENCOURAGE
- SOLUTIONARY >> LISTEN + INQUISITIVE ASSESSMENT
- STABILIZER >> QUERY FOR INFORMATION + BALANCE

There are four NEGATIVE CONFLICT Strategies:

- DRIVER >> INTIMIDATION
- INFLUENCER >> MANIPULATION
- SOLUTIONARY >> DECONSTRUCTING
- STABILIZER >> WITHHOLDING

NEXUS Blends (Type Blends)

In addition to the four NEXUS 'types', there are six BLENDS: or combinations of 'types'. For example, someone that is primarily a SOLUTIONARY/INFLUENCER or an INFLUENCER/SOLUTIONARY is the 'VISIONARY' Blend.

There are six blends, based on combinations of each of the four types. (see chart below)

NEXUS TYPE		BLEND TYPE
STABILIZER/DRIVER or DRIVER/STABILIZER	>>	OBJECTIVE
DRIVER/INFLUENCER or INFLUENCER/DRIVER	>>	INSTINCTIVE
INFLUENCER/SOLUTIONARY or SOLUTIONARY/INFLUENCER	>>	VISIONARY
SOLUTIONARY/STABILIZER or STABILIZER/SOLUTIONARY	>>	CONSCIOUS
STABILIZER/INFLUENCER or INFLUENCER/STABILIZER	>>	EMPATHETIC
SOLUTIONARY/DRIVER or DRIVER/SOLUTIONARY	>>	INDEPENDENT

Rules:

- Each of us has a unique NEXUS Profile Score (NPS), which creates our 'NEXUS Design Blend.'
- 10 points of difference between NEXUS 'types' is a significant difference.
 - For example:
 - 40 DRIVER, 30 INFLUENCER would mean this person is a dominant DRIVER.
 - They are **far** more of a DRIVER than an INFLUENCER.
- A person's 'personality' is not the same as their 'NEXUS Design Blend'.
- A person can't 'function' from more than one 'NEXUS Type' simultaneously.
- We are 'MISALIGNED' from functioning purely in alignment with our 'NEXUS Design Blend' by our household of origin, environment, and life's circumstances.
- Even when both people are mature, different "NEXUS TYPES" can cause conflict.
- Once we move into our 'NEGATIVE CONFLICT STRATEGY', it's nearly impossible to move out of it, without pausing the interaction in the situation.

Biblical References:

- Jeremiah 1:5
 - "Before I formed you in the womb I knew you before you were born I set you apart; I appointed you as a prophet to the nations." (NIV)
- Genesis 1:27
 - So God created mankind in his own image, in the image of God he created them; male and female he created them. (NIV)
- Ecclesiastes 4:9-12
 - Two are better than one because they have a good reward for their toil. For if they fall, one will lift up his fellow. But woe to him who is alone when he falls and has not another to lift him up! Again, if two lie together, they keep warm, but how can one keep warm alone? And though a man might prevail against one who is alone, two will withstand him—a threefold cord is not quickly broken. (NIV)
- Revelation 19:7-9
 - Let us rejoice and be glad and give him glory! For the wedding of the Lamb has come, and his bride has made herself ready. Fine linen, bright and clean, was given her to wear." (NIV)
- 2 Corinthians 11:2
 - I am jealous for you with a godly jealousy. I promised you to one husband, to Christ, so that I might present you as a pure virgin to him. (NIV)
- Jeremiah 3:8
 - I gave faithless Israel her certificate of divorce and sent her away because of all her adulteries. Yet I saw that her unfaithful sister Judah had no fear; she also went out and committed adultery. (NIV)
- Ephesians 5:26
 - to make her holy, cleansing her by the washing with water through the word... (NIV)
- Ephesians 5:32
 - This is a profound mystery—but I am talking about Christ and the church. (NIV)

- Revelation 21:2
 - I saw the Holy City, the new Jerusalem, coming down out of heaven from God, prepared as a bride beautifully dressed for her husband. (NIV)
- Colossians 3:23-24
 - Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving. (NIV)
- Ecclesiastes 9:10
 - Whatever your hand finds to do, do it with all your might, for in the realm of the dead, where you are going, there is neither working nor planning nor knowledge nor wisdom. (NIV)
- Ephesians 6:7-8
 - Serve wholeheartedly, as if you were serving the Lord, not people, because you know that the Lord will reward each one for whatever good they do, whether they are slave or free. (NIV)
- Colossians 3:17
 - And whatever you do, whether in word or deed, do it all in the name of the Lord Jesus, giving thanks to God the Father through him. (NIV)
- James 1:27
 - Religion that God our Father accepts as pure and faultless is this: to look after orphans and widows in their distress and to keep oneself from being polluted by the world. (NIV)
- Mathew 18:9
 - And if your eye causes you to stumble, gouge it out and throw it away. It is better for you to enter life with one eye than to have two eyes and be thrown into the fire of hell. (NIV)
- 2 Corinthians 5:17
 - Therefore, if anyone is in Christ, the new creation has come: The old has gone, the new is here! (NIV)

The Four NEXUS Types:

There are four NEXUS Identity Types: DRIVER, INFLUENCER, SOLUTIONARY, and STABILIZER. Every person has a perfect 'blend' of these four types designed before birth by our Designer.

Everyone has some of all FOUR 'types'. No one has any less or more than they are supposed to have. God designed you this way on purpose. It's important to understand that He didn't make a mistake. God didn't mess up even if you might "wish" you had a bit more, or a bit less, of one of the 'types'. He made you JUST the way you are, on purpose, by His ORIGINAL DESIGN.

You can never 'grow' any of the four 'types'. You were given the amount you have at birth, and it will never change. This does not mean you can't learn about and improve your ability to operate in any of the four NEXUS 'Types'. We are all responsible for learning more about and taking advantage of all four 'types'; regardless of our NEXUS SCORE in any given 'type'.

Never use "I just have too much of X" or "I just don't have enough of Y 'TYPE'" to excuse any behavior or lack thereof.

You owe it to yourself to learn more about who God made you to be, every part of you. So dig in and learn!

This 'essentials' guide will help you unpack, at a high level, more about yourself and those around you.

In this first section, we will go over each 'type' at a high level to give you a quick and easy snapshot of each.

REMEMBER >> NO ONE is only one type. However, for a better understanding, we will often describe each 'type' as if someone was ONLY that one 'type' in the examples given.

The **STABILIZER** BALANCE catalyzed by INFORMATION

BALANCE is the STABILIZER's MOTIVATOR. STABILIZERS gather facts and information. The STABILIZER reads and analyzes.

BALANCE (Pertaining to the STABILIZER): The presence of fair, equitable, reasonable, and safe decisions, situations, and circumstances.

INFORMATION (Pertaining to the STABILIZER): The data needed to be safe, fair, smart, and well-prepared. It can also be information that seems obscure, like 'odd facts'. This information is not important to the stabilizer because it's 'odd' but rather because "one can never know when you will need that information, and it's better to be 'prepared'". They don't feel they can have too much information about a specific topic or situation that they will be faced with.

Information is a STABILIZER'S best friend.

For STABILIZERS to be effective, they need detailed information.

STABILIZERS dislike waste and unnecessary risks.

STABILIZERS take pride in ensuring that everything they do is successful.

STABILIZERS are excellent at saying "no"; which is a trait many people lack.

Learning: For a STABILIZER, it is important to read, analyze and assimilate all relevant information regarding the topic you are studying.

The ideal situation is that almost no talking takes place without details, information, charts, graphs, and statistics. The ETHIC that must be honored for these people is INFORMATION (the how and why of things). Provide them with plenty of opportunities to demonstrate their knowledge.

Do not overwhelm them with verbal information! Provide written information. Do not offer them useless information. Do not pressure them into a snap decision. They like to think in concrete, linear terms.

STABILIZERS are great with details, facts, and data to memorize and write down; technical knowledge, practical application, solid ideas, measures, quantification, tests, and proof; analysis assignments and knowledge tests.

The **DRIVER**

PROGRESS catalyzed by DETERMINATION

PROGRESS is the DRIVER's MOTIVATOR. DRIVERS feel anxiety if action and progress are not being made. The DRIVER decides and takes action.

PROGRESS (Pertaining to the DRIVER): An individual's ability to make a difference and generate a positive outcome by making actionable and measurable progress.

DETERMINATION (Pertaining to the DRIVER): The next step is and will be obvious to them, and they will make it regardless of the situation around them. The disbelief of those around a Driver doesn't cause doubt in them and may even fuel their robustness. "How will I? I don't know, but it WILL happen; I will ensure that it does!"

DRIVERS value action and results above all else.

DRIVERS usually don't make excuses and they take personal responsibility.

DRIVERS tend to do everything themselves.

DRIVERS are driven by short-term goals and a sense of achievement.

DRIVERS tend to be too impatient to teach others.

DRIVERS are not typically great team players, nor do their strengths lie in building a team.

Learning: For a DRIVER, taking action and deciding upon a course of action, and experiencing the outcome is the best way to learn.

DRIVERS make gut-level decisions and take action. They want to make things different and better, **now**. They want to experience their power in real-life situations.

Give them decisions to make. Do not expect work at the intimate level. Do not ask them to analyze data or solve complex problems. Don't give them more information than they ask for.

DRIVERS want to discuss practical ideas that allow immediate activity, competition, quick decisions, outlines, lists, and bullet-point assignments; practical issues based on work situations, tests of will, strength, command, and leadership.

The **SOLUTIONARY**

SOLUTIONS catalyzed BY UNDERSTANDING

SOLUTIONS are the SOLUTIONARY'S MOTIVATOR. A Solutionary observes, ponders, wonders, and offers solutions to problems. The SOLUTIONARY creates.

SOLUTIONS (Pertaining to the SOLUTIONARY): The developing of solutions regardless of the behavior and emotions of others. The crafting of elegant and elaborate solutions feels rewarding.

UNDERSTANDING (Pertaining to the SOLUTIONARY): Seeing the ways things work, as well as how various decisions and factors will affect outcomes; then knowing how to deal with them.

SOLUTIONARIES are problem solvers.

A SOLUTIONARY's strength comes from their ability to overcome any obstacle they face.

SOLUTIONARIES enjoy creating systems that ensure the continuation of their work.

SOLUTIONARIES do not make good implementers because they strive for perfection; before acting.

SOLUTIONARIES develop new products and integrate systems to solve production and administrative problems.

SOLUTIONARIES are often, very stubborn individuals.

SOLUTIONARIES can sometimes deny facts, challenge the validity and relevance of data, refuse to take action, or even quit.

SOLUTIONARIES are often accusing.

Learning: For SOLUTIONARIES, learning occurs through observation (evaluation) and then pondering, puzzling, and thinking through all they have observed; and then the development of and presentation of solutions.

These people like to have complex situations to evaluate. Complex and difficult problems intrigue them. Their self-esteem is greatly affected by the size, importance, and difficulty of the problems they solve. If they are presented with problems they are not allowed to solve or are not able to solve, they will become very frustrated.

SOLUTIONARIES have a difficult time learning from spontaneous, high-energy exercises that do not give them a chance to become familiar with the process and environment or the time they need to work out a good solution (response).

Problems that are easy to solve shouldn't be given to them. Do not give them answers. They will develop their own. They should not be asked to perform repetitive tasks or simply transform numbers into different formats.

The **INFLUENCER**

RELATIONAL UNITY catalyzed by CONNECTING

RELATIONAL UNITY is the INFLUENCER's MOTIVATOR. INFLUENCERS need collaborative conversation to find alignment in truth. The INFLUENCER wants to connect with everyone and have everyone connect.

RELATIONAL UNITY (Pertaining to the INFLUENCER): Nurturing people's 'identities' and assuring relational unity to bring about human flourishing. They want everyone to 'like' everyone else. They want to feel like a happy, fun-loving team. They feel anxiety when relationships feel misaligned or feelings are hurt.

CONNECTING (Pertaining to the INFLUENCER): This can mean physical touch but that is not always the case. CONNECTING does mean 'having some kind of connection' with others around them (almost always verbal). They like to find common bonds and often use hyperbole to create a perceived bond if one is not found. CONNECTING also means the other person 'feels' like they care about their flourishing. They do legitimately care about the flourishing of those around them.

INFLUENCERS inspire people and are always on the lookout for new ideas.
INFLUENCERS are enthusiastic about a shared vision.
INFLUENCERS are aware of culture, art, literature, and the quality of presentation.
INFLUENCERS are constantly looking for new opportunities.
INFLUENCERS tend to be easily frustrated and may not take rejection well.
INFLUENCERS whine, manipulate and hang their heads in shame to sway you.
INFLUENCERS often make great martyrs.

Learning: For INFLUENCERS, collaborative learning is the most efficient process of learning. The more discussion in an open forum, the better for learning.

The Collaborative Conversation style of learning is a high-energy, fun, and team-oriented experience. The MOTIVATOR of this learning style is RELATIONAL UNITY.

INFLUENCERS are not interested in data and information sessions. For them, research and other solitary tasks are boring and frustrating. Having to sit through long lectures without being able to interact kills their attention span. They can make decisions and think more deeply by conversing with other people.

INFLUENCERS prefer open discussions, envisioning the future, estimating and exploring possibilities and opportunities, and intimate one-on-one topics; cooperation is required.

What's 'really' happening with our NEXUS Design?

Using the PROFILE SCORE of each individual, NEXUS Design Blends are developed. As a divinely-designed individual, you can gain a clear understanding of who you are with the 'blend' that is presented to you. By showing the motivational 'DRIVERS', the NEXUS Design Approach provides insight into the motivational structure of a person and helps them better understand their motivation. By using the NEXUS Design Approach, we also take into consideration the contribution the individual is motivated to make. The primary contribution that each individual makes is expressed in their skills and talents. In addition, the NEXUS Motivational Blend profile reveals another characteristic as well; the negative conflict strategy mechanism.

Here's how it works:

Each NEXUS Motivator is Catalyzed by a NEXUS Ethic. Individuals who feel solid and confident in their NEXUS Ethic have the freedom to contribute to their team, their family, and society, simply by exercising their NEXUS Motivator.

This NEXUS Ethic works like a dimmer switch for the lights in a room. Whenever the dimmer switch is 'closed', there is no way that a person can express the Motivator at that time. When the dimmer switch is completely open, the Motivator 'light' can be expressed entirely without fear.

As the dimmer switch is turned down, the NEXUS Motivator's 'strength' becomes weaker, and the person becomes more anxious, exaggerating the NEXUS Motivator more. Trying to hold onto the strategies they dictate, they try to keep the NEXUS Motivator alive. Nevertheless, as the individual loses their connection with the NEXUS Ethic, they come closer to confronting their primary fear. In a situation where the person experiences their primary fear, that mechanism triggers a person to change from their positive strategy to their negative strategy.

If the person consciously or subconsciously decides to shift to an alternate NEXUS Motivator Strategy before experiencing the primary fear, a choice can be made and the positive strategies of the new NEXUS Motivator can be implemented. The negative strategy of the person's secondary NEXUS Motivator Strategy will come into play if they shift to the secondary NEXUS Motivator Strategy after the fear line has been crossed. This leads to people experiencing the individual's negative and momentarily effective 'dark side' at this point.

Six NEXUS Design Blends

Each NEXUS Type strategy competes with every other NEXUS Type strategy. This is the origin of the conflict, even on highly functional teams, and the internal conflict we often feel; even within ourselves. There is a guarantee of strategy divergence and a sense of priority when people with strong dominance in all four NEXUS Types get together.

Each of the four 'Types' share common values with each other, such as the following:

INSTINCTIVE

INFLUENCER and DRIVER >>> RELATIONAL UNITY and PROGRESS

The combination of RELATIONAL UNITY and PROGRESS creates spontaneity, energy, intuitive decisions, leaps of faith and risk-taking. The INSTINCTIVE blend occurs when RELATIONAL UNITY and PROGRESS are dominant.

A conflict arises between RELATIONAL UNITY and PROGRESS since both Types want to determine who works with whom, what gets done, and how the team feels. PROGRESS wants direct commands and directed energy. RELATIONAL UNITY desires shared energy and enthusiasm based on mutual respect, with requests for help and invitations to participate in creating beautiful outcomes.

CONSCIOUS

STABILIZER and SOLUTIONARY >>> INFORMATION and UNDERSTANDING

The combination of INFORMATION and UNDERSTANDING lead to the need to think and reason. The 'Conscious Blend' refrains from making decisions without thoroughly examining information and applying it to reason. They consider intuition unreliable and risky.

A conflict arises between INFORMATION and UNDERSTANDING because both want to control the analysis or flow of logic. They are trying to decide whether there is enough information to make an informed decision and which conclusion is right.

VISIONARY

INFLUENCER and SOLUTIONARY >>> RELATIONAL UNITY and UNDERSTANDING

The combination of RELATIONAL UNITY and UNDERSTANDING creates a synergy of imagining what might be. In other words, how to create something new, along with the satisfaction of brainstorming and sharing ideas and visions. Creativity is shared and encouraged.

A conflict arises between RELATIONAL UNITY and UNDERSTANDING because both strive for control over long-term vision, the form, function, and feel of systems and processes, and control over the creative process.

OBJECTIVE

DRIVER and STABILIZER >>> PROGRESS and INFORMATION

The combination of PROGRESS and INFORMATION creates the expectation that all energy and work will yield positive results; both tangible and measurable.

A conflict arises between PROGRESS and INFORMATION because they are interested in determining how much energy is needed and where it should be used. There is no fear of trial and error in the world of PROGRESS. INFORMATION does not like to waste anything or leave out any details.

EMPATHETIC

INFLUENCER and STABILIZER >>> RELATIONAL UNITY and INFORMATION

The combination of RELATIONAL UNITY and INFORMATION creates a desire to work together as a team, wanting an active and functioning community. A cohesive community must fulfill its prime missions. RELATIONAL UNITY has a strong desire to create and understand the purpose of the relationship. This is manifested where there is mutual understanding. INFORMATION ensures the peacefulness of the environment and the safety of people, as well as sufficient resources for long-term survival and vision.

A conflict arises between RELATIONAL UNITY and INFORMATION when there are no clear directives that serve both the 'unity' as well as the 'information'. INFORMATION will want to do what's best for preservation and logic. RELATIONAL UNITY will want to do what's best from the context of relational unity. In other words, if it benefits only one person yet causes harm to the community, there will be an intense battle of motivations.

INDEPENDENT

DRIVER and SOLUTIONARY >>> PROGRESS and UNDERSTANDING

They will figure out what they need to do and get it done. The problem-solving and energy of others are not required to get it done. The combination of PROGRESS and UNDERSTANDING creates self-sufficiency and the ability to become independent.

A conflict between 'power' and 'wisdom' will arise because neither party wants to give up control of the process. 'Power' wants very little, and they want it fast. However, 'wisdom' requires many processes and a reasonable pace.

Guide for quickly understanding those around us.

The Hand-Shake
<p>DRIVER</p> <ul style="list-style-type: none">• Typically, a tight grip that will tend to pull or push your hand, forcing it into a middle ground or slightly towards you. They may stare you down until you feel uncomfortable and keep their gaze on your eyes.
<p>STABILIZER</p> <ul style="list-style-type: none">• This handshake is intended to convey a genuine welcome, formal, with a single up-and-down pump. This creates the feeling that it is the same as all of their other handshakes, which are simple, short, and without miscommunications.
<p>SOLUTIONARY</p> <ul style="list-style-type: none">• The handshake is non-committal. The handshake is neither soft nor firm, with little or no eye contact. The handshake is often fluid, and you can move your hand wherever you like. A question is frequently asked along with the handshake.
<p>INFLUENCER</p> <ul style="list-style-type: none">• This is a solid grasp that is more a sign of warmth than strength, associated with a pat on the shoulder or a second hand placed on top of yours. Most frequently, it is accompanied by a smile and a glance at your face and eyes.

Guide for quickly understanding those around us.

Desktops and Rooms

DRIVER

- Desks are not typically cluttered, with a few items on them. Rather than making a multitude of decisions at once, they prefer to make one big decision at a time. They quickly get rid of things they no longer need, often into unreachable places or onto other people's desks. In contrast, they may tend to create a lot of clutter when they are deep in a project.

STABILIZER

- The room and desk will be formal and uncluttered with appropriate family pictures. There will be a place for everything; stacks of papers, as well as binders full of final reports.

SOLUTIONARY

- As they gather information for their assessment and problem-solving processes, they live in clutter. There will be stacks of papers, but they also usually have bound binders with their final reports. They have various sketches, small gadgets, and examples of the products they are working on.

INFLUENCER

- Most of the time, they are surrounded by clutter. Stacks and stacks of paper are sometimes scattered on the floor, while articles and magazines are scattered everywhere. There will be plenty of family photos, personal effects, self-improvement books, tapes, plaques, and posters.

Guide for quickly understanding those around us.

Personal Introductions

DRIVER

- DRIVERS do not engage in any loose conversation or wander around the office. If they sit opposite you in a meeting space, they are normally prepared for conflict. They will start things off within 5-10 seconds by saying something like, "So what have you got"? If you speak slowly and pause one second between a word or two, they will interrupt and attempt to increase the pace of the interchange.
- DRIVERS will seldom work from an agenda and be impatient with you if you work from one.

STABILIZER

- STABILIZERS will ask for any requests in a cordial, formal manner. They will always stand up when you come into their office and will not invite you in until they are finished talking on the phone.
- STABILIZERS may remain behind their desk for the meeting but will sit with their arms relaxed. They will not interrupt, but they will say, "Send me some information, and I'll get back to you." Usually, they will come out and sit with you, keeping formality and equality. STABILIZERS will likely stop to read your information during your meeting, or they may feel satisfied and try to dismiss you after reading it by saying things like, "Let me study this" and "I'll get back to you."

SOLUTIONARY

- SOLUTIONARIES are harder to read than others.
- SOLUTIONARIES are working on a number of projects simultaneously; two on the coffee table and one on the computer. They enjoy graphing and writing on a whiteboard. They will often ask questions like "Will this also..." or "Can't we get it to...". They will also tell a story about a major innovation they led.
- SOLUTIONARIES like new ideas, challenging and complex problems to solve, astute questions, and brainstorming.

INFLUENCER

- INFLUENCERS don't work from agendas, but if you present one to them, they'll pretend to follow it. If you enter their office, they usually stand up, come around the desk and shake your hand. Two or three personal stories or introductory items will be exchanged between INFLUENCERS before they are ready to move forward.
- INFLUENCERS prefer to sit close to their company, putting themselves beside a person rather than in opposition. It's important for them to keep things friendly with you; they don't want any conflict.

Things They Might Say

STABILIZER

- "No. It's not possible."
- "It is my opinion that you should."
- "Go ahead, if you must. I will stay here."
- "In my previous statement, I stated that..."
- "Right now, I'm studying it."
- "The appropriate thing for you to do is..."
- "We've never done that before"
- "That is definitely not what we do"
- "That is a definite NO from me."
- "Please stop. You're embarrassing me!"
- "I am frightened by this mess."
- "I have one of these in my bag."
- "I hate packing!"
- "The kitchen sink is the only thing that I do not have."
- "Let's save that for another time."
- "I would appreciate it if you could clean this up."
- "The answer is, "I do not know enough..."
- "I am not sure, so let us not proceed."
- "May I ask you to rephrase that?"
- "Certainly not."
- "I will watch. You go ahead."
- "Is it safe to do that?"
- "Let me write this down.."
- "We are in this mess because you didn't prepare."

DRIVER

- "Will you..." "I want you to...?"
- "Watch me. I need you..."
- "Make it this way!" "Just do it!" "Move."
- "Then I'll do it."
- "Not at my company!"
- "Making it happen!"
- "Do it right away!"
- "You need to hurry!"
- "Loosen Up!"
- "We'll take care of it later."
- "We don't have time for that..."
- "Because I told you!"
- "You can trust me on this!"
- "Will you just take a chance!"
- "Let me go first."
- "Is there a way to get it sooner?"
- "The account should have money in it."
- "When will this be done?"
- "I don't have time to do this right now."
- "I'll manage to find the time."
- "We will figure it out as we go."
- "Suck it up, Buttercup!"
- "I can't wait any longer!"
- "Why are you moving so slow?"
- "It doesn't matter, it has to happen!"
- "I will smoke you!"

SOLUTIONARY

- "I think I can work that out."
- "It's not a problem for me."
- "I haven't finished it yet."
- "When I say something is finished, it is finished."
- "All that is left for us to do is..."
- "There has to be a better way."
- "These things are never done!"
- "Wait. What if...?"
- "I'll find a solution."
- "Imagine..."
- "I have a few thoughts about it."
- "Let's not do stupid things."
- "I just need a little time to myself."
- "What is happening here?"
- "I cannot stand the idiocy of this!"
- "Who set this up?"
- "Leave me be, I will do it."
- "Can you just wait a minute?"
- "Not my circus, not my monkeys!"
- "You have to be kidding me!"
- "I'm going to need a little time to think."
- "I'm not doing that."
- "First, who do I have to work with?"
- "I am not sure if it's good enough."
- "I can't believe what a mess this is!"
- "Let me show you how this works!"
- "I wonder how this was made?"
- "Watch what happens..."
- "Look at how beautiful this is! Who made this?"
- "I want this fixed!"
- "I am enjoying this moment!"
- "Let's not repeat the same mistake."
- "Really, I have nothing to say."
- "It's fine. I'm fine. Everything is fine!"
- "I'm gonna make one myself."

INFLUENCER

- "Did someone say party?"
- "Come on, let's go!"
- "I'd like to talk to you!"
- "I'm sure we can do it."
- "I'll show you." "Let's work it out."
- "We're gonna get a lot of business out of this" "Why don't we..."
- "Whoa, what's that? I don't remember..."
- "What report?" "What appointment?"
- "Oh yeah, didn't we do that yesterday?"
- "Do we all get to go?"
- "Can we get together on this?"
- "I would really appreciate it if you did..."
- "I thought I had sent that to you?"
- "Woo Hoo! Here we go!"
- "I just feel like..."
- "Hey, are you talking about me?"
- "I dunno, I just think you're amazing!"
- "Honestly, let me just tell you."
- "Do not lie to me!"
- "Of course, they can all be apart!"
- "I forgot, I wasn't supposed to..."
- "Ha ha! Listen to this!"
- "I'm not upset, I just feel like you're upset!"
- "I was wondering if..."
- "Will you go with me?"
- "Are they avoiding me?"
- "I'm sitting next to you!"
- "I am not exaggerating- at all!"
- "What time is it at, again?"
- "I don't care where we go, as long as I am with you!"
- "I have texted like- five million times, why haven't you answered?"
- "Do you think they are mad at me?"

DRIVER - Basic Fears

DRIVER - Social Fears

- Fear of being restrained by others
- Fear of being thwarted or stopped by others
- Fear of being limited by others
- Fear of too little result for too much effort
- Fear of being seen as weak
- Fear of expressing emotions
- Fear of receiving too little reward for too much work
- Fear of being shamed by others
- Fear of being dismissed as insignificant
- Fear of failing in front of others
- Fear of being distrusted by others
- Fear of being ignored
- Fear of being seen as helpless
- Fear of showing weakness
- Fear of showing rage
- Fear of being judged a tyrant
- Fear of being made to look bad
- Fear of provoking hostility in others

DRIVER - Psychological Fears

- Fear of feeling ignored
- Fear of feeling helpless
- Fear of feeling weak and helpless
- Fear of having insufficient energy
- Fear of feeling hopeless
- Fear of feeling vulnerable and open to attack
- Fear of feeling overpowered
- Fear of feeling overwhelmed
- Fear of feeling ineffective
- Fear of feeling put aside, not useful
- Fear of feeling judged as wrong
- Fear of feeling shame
- Fear of feeling useless
- Fear of feeling tired and used up
- Fear of losing ground
- Fear of allowing others to win

DRIVER - Spiritual Fears

Deepest/Primary Fear

- Fear that I am Powerless
- Fear that I am helpless
- Fear that I am useless
- Fear that I will be destroyed
- Fear that I am wrong
- Fear that I am guilty
- Fear that I am responsible for all results
- Fear that I will fail to perform
- Fear that my energy is insufficient
- Fear that I am too slow, too late, too weak
- Fear that I deserve no reward
- Fear that I cannot create good results
- Fear that I don't know what to do
- Fear that I don't know when to stop
- Fear that my power is not good
- Fear that my power will harm others
- Fear that I will be discarded
- Fear that I am not needed
- Fear that I won't know what to do next
- Fear that others are more powerful
- Fear that there is no right action to take
- Fear that any action I take will cause conflict
- Fear that no action I take will be sufficient
- Fear that I am no more powerful than anyone else

INFLUENCER - Basic Fears

INFLUENCER - Social Fears

- Fear that others will not value me
- Fear that others will not like me
- Fear that others will not love me
- Fear that I will be abandoned
- Fear that others will disapprove of me
- Fear that others will criticize me
- Fear that people will not get excited about my vision
- Fear that people will not follow my lead
- Fear that people will not be inspired by me
- Fear that I will appear selfish
- Fear that I will not get my share of the attention
- Fear that people will not hold me in high regard
- Fear that I am not special
- Fear that people will not recognize my contributions
- Fear that people will not think I am a caring person
- Fear that people will take advantage of me
- Fear that people will manipulate me
- Fear that people will think I am manipulating them
- Fear that people will think I am exaggerating or lying
- Fear that what I have to say is meaningless
- Fear that I will be embarrassed by others
- Fear that people will lie to me
- Fear that the good things people say about me are flattery
- Fear of showing my anger to others
- Fear that my rage is the real me
- Fear that people will see how much I need their approval
- Fear of disapproval

INFLUENCER - Psychological Fears

- Fear of feeling unloved
- Fear of feeling that others dislike me

- Fear of feeling embarrassed in front of others
- Fear of feeling ostracized by the group
- Fear of feeling disregarded
- Fear of feeling dishonest
- Fear of feeling disrespected
- Fear of feeling disregard for others
- Fear of feeling unforgiving
- Fear of feeling anger from others
- Fear of feeling anger toward others
- Fear of feeling measured and criticized
- Fear of feeling like I have failed
- Fear of feeling neglected
- Fear of feeling responsible for conflict
- Fear of feeling that others think I am responsible for conflict
- Fear of feeling shame and guilt

INFLUENCER - Spiritual Fears

Deepest/Primary Fear

- Fear that I am not a loving person
- Fear that I am not a lovable person
- Fear that I am not a likable person
- Fear that I am not worthy of positive regard
- Fear that I deserve no recognition
- Fear that I am not truthful and a liar
- Fear that I am not a good person
- Fear that I am not attractive to people
- Fear that I dislike myself
- Fear that I dislike others
- Fear that I disregard others
- Fear that I don't really care about people
- Fear that I am an angry hateful person
- Fear that I am a rage-filled person
- Fear that I already get everything I deserve
- Fear that I don't read people very well
- Fear that I trust people too easily
- Fear that I am a distrusting person
- Fear that I am not a trustworthy person

SOLUTIONARY - Basic Fears

SOLUTIONARY - Social Fears

- Fear of being judged to be foolish
- Fear of being seen in confusion
- Fear of being considered stupid
- Fear of being misunderstood
- Fear of being considered insignificant
- Fear of being left out of the decision process
- Fear of being asked for conclusions prematurely
- Fear of being ridiculed for poor solutions
- Fear of being judged to have poor ideas.
- Fear of being judged that ideas are too simple
- Fear of being seen as unable to handle complexity
- Fear of being asked to implement ideas
- Fear of being forced into action
- Fear of being forced into judgment
- Fear of being required to know too much
- Fear of being required to know all the detail
- Fear of being judged as not perceptive
- Fear of being judged to be not compassionate
- Fear of being seen as a lightweight thinker
- Fear of being kept out of important strategy sessions
- Fear of being held accountable for strategies
- Fear of being made to appear inadequate
- Fear of having ideas dismissed

SOLUTIONARY - Psychological Fears

- Fear of feeling foolish
- Fear of feeling confused
- Fear of feeling stupid
- Fear of feeling left out of decisions processes
- Fear of feeling rushed to decide
- Fear of feeling ridiculous

- Fear of feeling inadequate for current problems
- Fear of feeling pushed to make conclusions prematurely
- Fear of feeling ridiculed for poor ideas
- Fear of feeling judged to be insipid
- Fear of feeling judged to have poor ideas
- Fear of feeling incapable of handling complexity
- Fear of feeling trapped into any action
- Fear of feeling forced into judgment
- Fear of feeling misunderstood
- Fear of feeling required to instantly know information
- Fear of feeling required having all details at hand
- Fear of feeling weak in perceptions
- Fear of feeling lack of compassion
- Fear of feeling simple mind
- Fear of feeling screened out of important strategy sessions
- Fear of feeling accountable for strategies
- Fear of feeling inadequate
- Fear of feeling ideas are easily dismissed

SOLUTIONARY - Spiritual Fears

Deepest/Primary Fear

- Fear that I am stupid and a fool
- Fear that I am confused
- Fear that I am an inadequate problem solver
- Fear that I am weak in perceptions
- Fear that I am without compassion
- Fear that I am simple-minded
- Fear that I am overwhelmed by complexity
- Fear that I am weak minded
- Fear that I am strategically foolish
- Fear that I am a weak thinker
- Fear that I am useless
- Fear that I am not needed
- Fear that I am unnecessary
- Fear that I am easily dismissed
- Fear that I am controlled by others

STABILIZER - Basic Fears

STABILIZER - Social Fears

- Fear of being considered ignorant
- Fear of being seen as unjust
- Fear of being supportive of injustice
- Fear of being at risk
- Fear of being seen as wasteful
- Fear of being seen as extravagant
- Fear of being without adequate data
- Fear of being judged to be weak in details
- Fear of being forced into conflict
- Fear of being judged to be wrong
- Fear of being judged to be without expertise
- Fear of being judged to be uneducated
- Fear of being considered emotional
- Fear of being considered vulnerable
- Fear of being without important resources
- Fear of being held responsible for waste
- Fear of being the cause of waste
- Fear of being the cause of inadequate resources
- Fear of being the cause of significant losses
- Fear of being held responsible for things out of my control

STABILIZER - Psychological Fears

- Fear of feeling ignorant
- Fear of feeling judgmental
- Fear of feeling judged
- Fear of feeling responsible for injustice
- Fear of feeling supportive of injustice
- Fear of feeling unfounded in thought
- Fear of feeling force to take risk
- Fear of feeling at risk
- Fear of feeling emotional
- Fear of feeling responsible for waste
- Fear of feeling responsible for losses

- Fear of feeling too connected with others
- Fear of feeling vulnerable with others
- Fear of feeling want
- Fear of feeling inexpert
- Fear of feeling void of facts
- Fear of feeling caught without information
- Fear of feeling disorganized
- Fear of feeling I have no boundaries

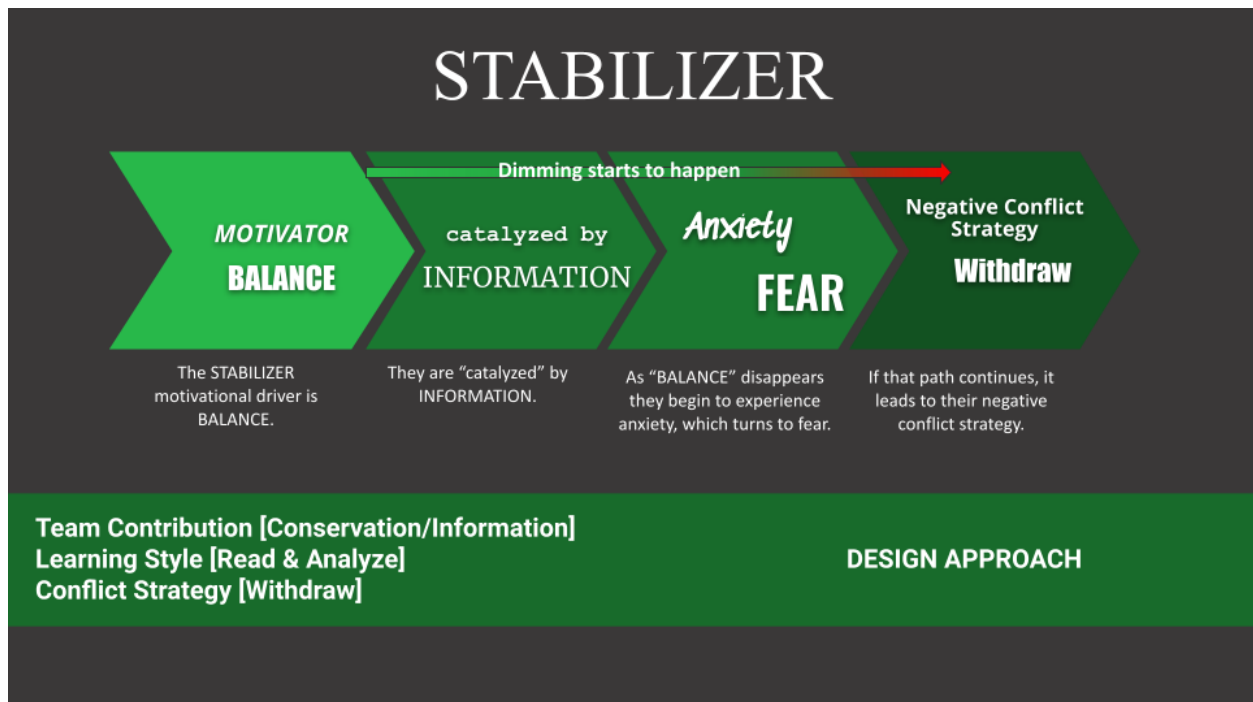
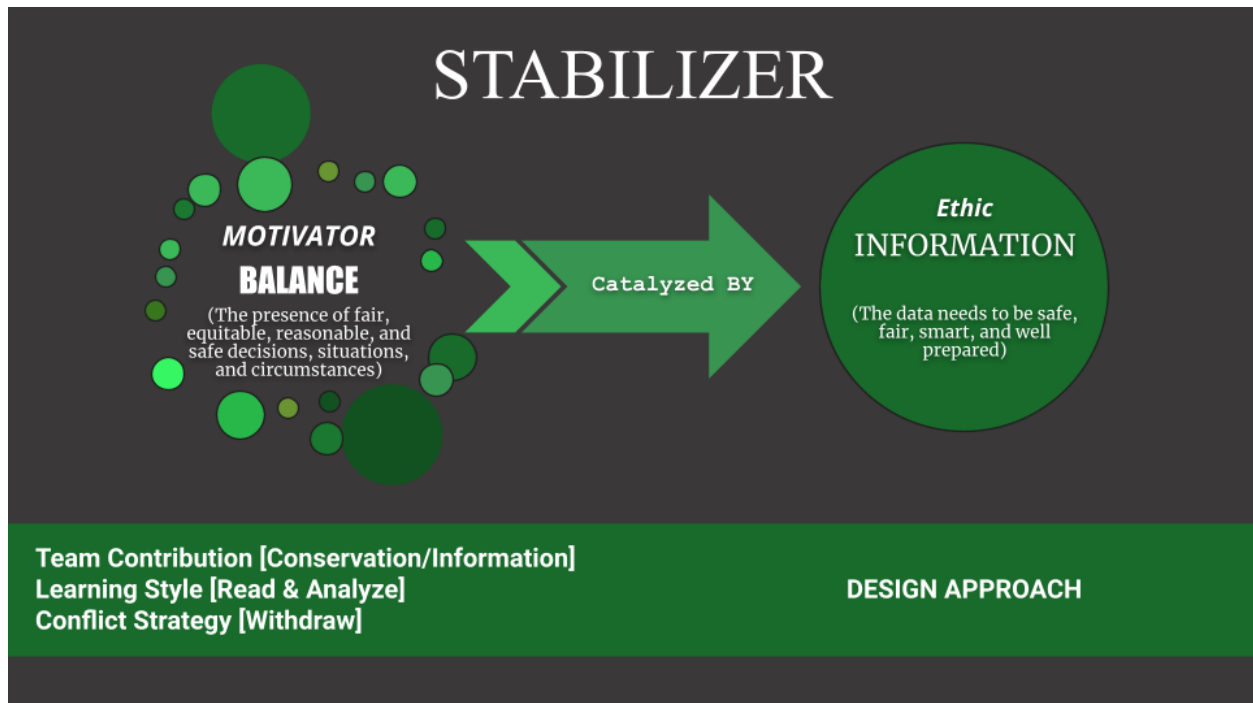
STABILIZER - Spiritual Fears

Deepest/Primary Fear

- Fear that I am ignorant
- Fear that I am judgmental
- Fear that I am responsible for injustice
- Fear that I am unjust
- Fear that I am unable to structure my thoughts
- Fear that I am emotional
- Fear that I am wasteful
- Fear that I am the cause of risk
- Fear that I am connected with others
- Fear that I am vulnerable
- Fear that I am inexpert
- Fear that I am void of facts
- Fear that I am void of information
- Fear that I am insufficiently educated
- Fear that I am disorganized
- Fear that I am without boundaries

The **STABILIZER** BALANCE catalyzed by INFORMATION

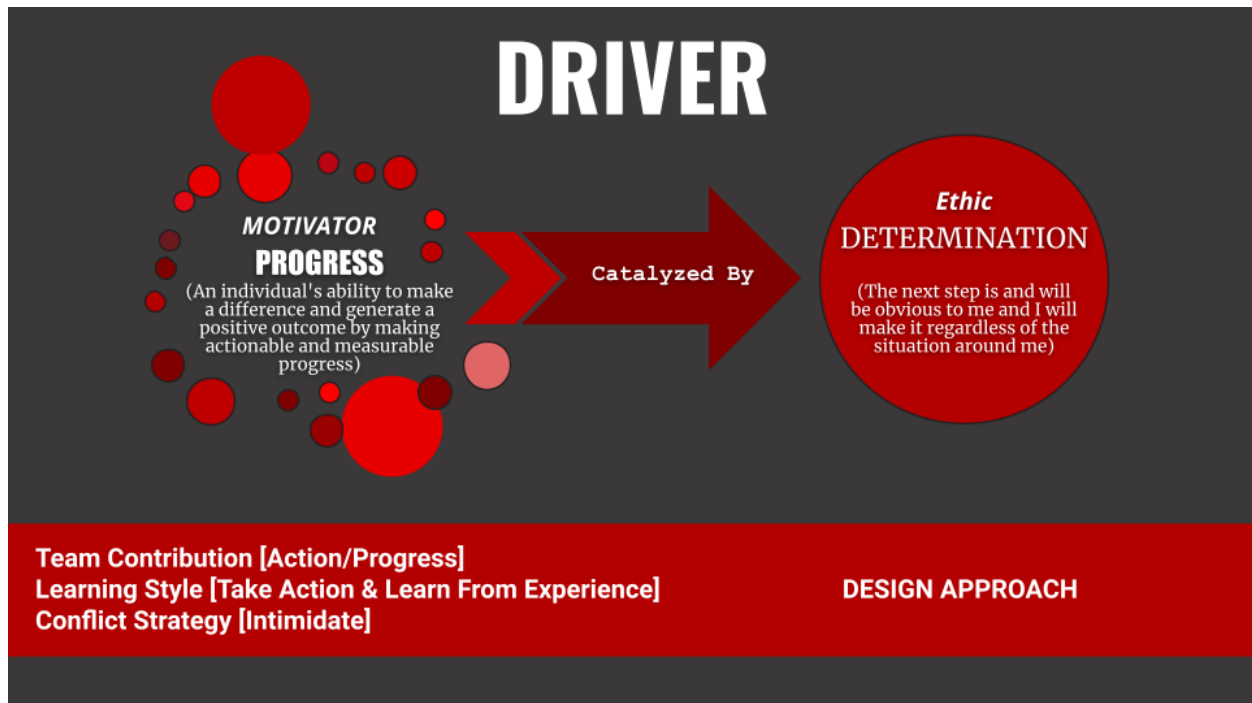
BALANCE is the STABILIZER's MOTIVATOR. STABILIZERS gather facts and information. The STABILIZER reads and analyzes.



The **DRIVER**

PROGRESS catalyzed by DETERMINATION

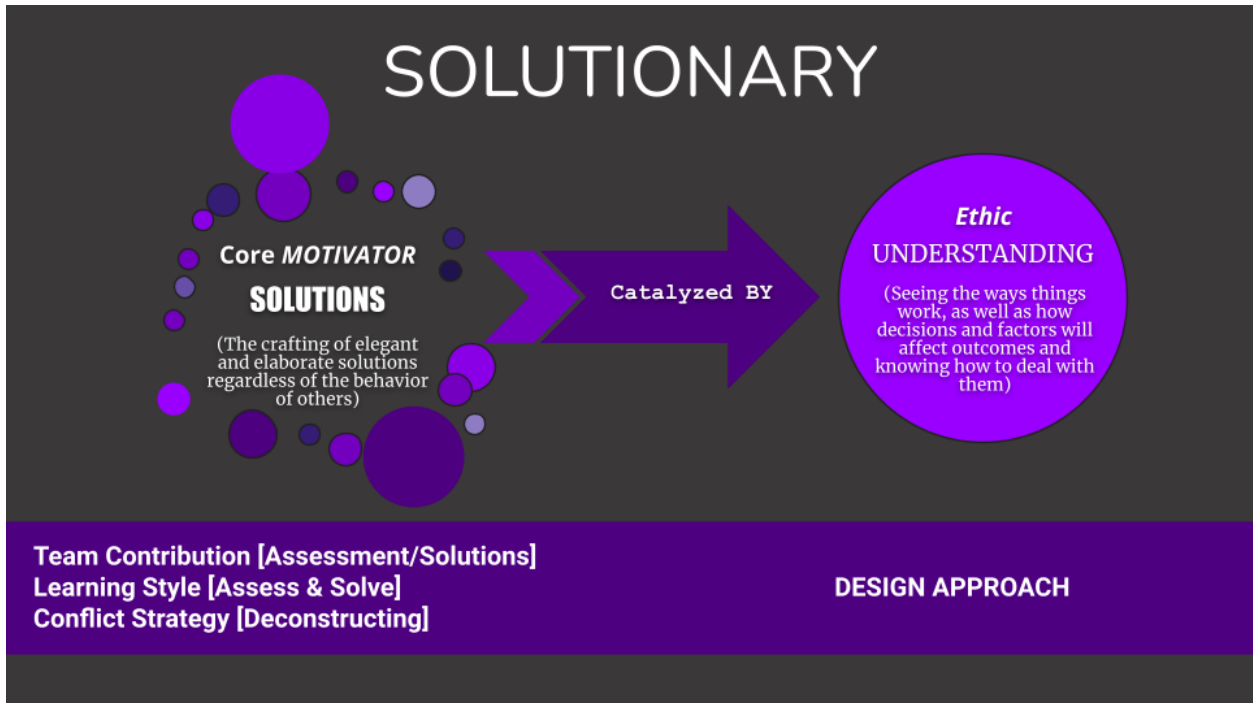
PROGRESS is the DRIVER's MOTIVATOR. DRIVERS feel anxiety if action and progress are not being made. The DRIVER decides and takes action.



The SOLUTIONARY

SOLUTIONS catalyzed BY UNDERSTANDING

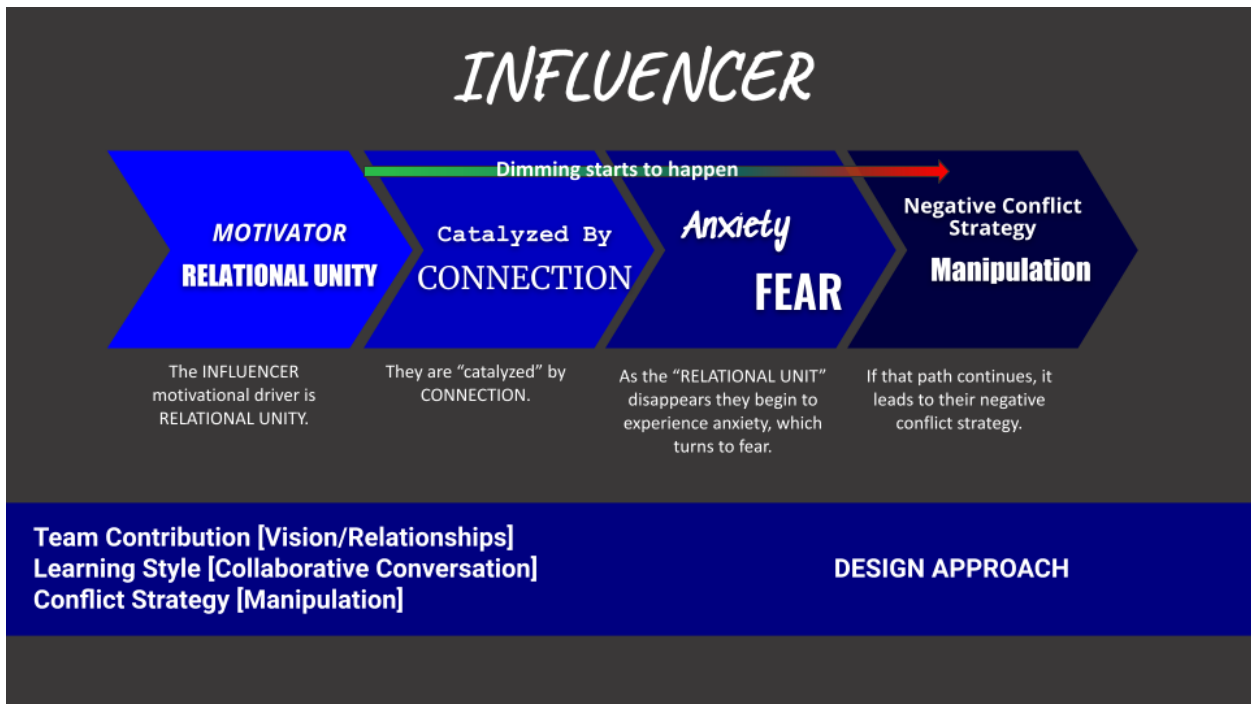
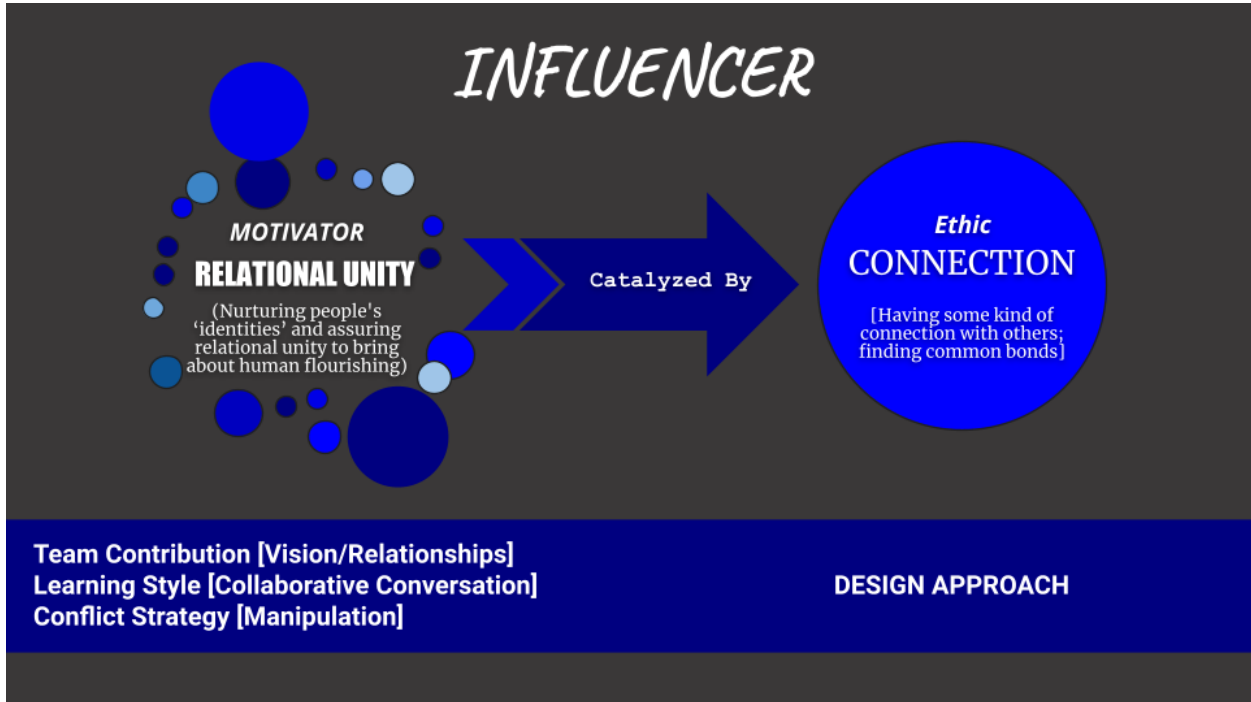
SOLUTIONS are the SOLUTIONARY'S MOTIVATOR. A Solutionary observes, ponders, wonders, and offers solutions to problems. The SOLUTIONARY creates.



The INFLUENCER

RELATIONAL UNITY catalyzed by CONNECTING

RELATIONAL UNITY is the INFLUENCER's MOTIVATOR. INFLUENCERS need collaborative conversation to find alignment in truth. The INFLUENCER wants to connect with everyone and have everyone connect.



Exercises

Tools To Better Understand YOUR NEXUS Type

GOD DESIGNED BUSINESS EDITION

2 EXERCISE /// Honest Look At The 80/20

An honest look at the 80/20 rule in my life...

My NEXUS Profile 'Type':

_____ / _____
Primary Secondary

Part I of this exercise: Spend a few minutes...

Take a few minutes to clear your thought traffic of distractions. Think about 1 or 2 examples in the last week in which you were in a situation where you responded in a way that wasn't effective.

What NEXUS 'Type' were you functioning from? What NEXUS 'Type' would have been more effective? Thinking of effectiveness from an '80/20' point of view; were you 5% effective, 20% effective, 70% effective, etc.?

As you begin to think about the conversations, especially the difficult ones, are you "effective" or "very effective" most of the time? Some of the time? Not that often? Think about it from the 80/20 perspective. If you're like most (**YES MOST**), you are "effective or very effective" 20% or less of the time.

One of the goals of this workshop is to create a FLIP so that 80% of your conversations are effective or VERY effective. Think about that. Think about how things would change in your personal and professional life if you could FLIP that old 80/20 rule on its head!

Describe one of those situations and how effective your approach was here:

3 EXERCISE /// God's Purpose / Your Assignment

The truth about why God designed you...

My NEXUS Profile 'Type': _____ / _____
Primary Secondary

Part I of this exercise:

What is your 'purpose' 'your why' or 'your assignment'?

It's important to really **understand and believe in** your personal assignment. For most, this is a scary question, and they don't know the answer. So if you aren't sure what your "why" really is, that's ok, don't stress about it, let's work through it in this exercise.

A VERY simple approach to discovering:

Gifts + Passions + Values = Assignment

Gifts = what are your strengths?

Passions = what do you really care about?

Values = what lifestyle and environment best suits you?

Step 1 >> Your Gifts: Take a few minutes to write down your gifts, what are you good at and what are your natural strengths. This may or may not be directly tied to your NEXUS type. These are the kinds of things that you just seem to be good at without much training, "**you're a natural**". However, they CAN be things that you HAVE been trained in as well.

Write down 2 - 4 things below:

EXERCISE /// God's Purpose / Your Assignment

Step 2 >> Your Passions: Take a few minutes to write down the things you are passionate about. What gets you excited; even though it's work, gives you energy? What are the things that when you're doing them, "everything just seems to be in alignment"?

Write down 2 - 4 things below:

Step 3 >> Your Values: Take a few minutes to write down your personal values. What are the things that you feel strongly about, the things that you feel are important to tell the world? What are the things that you seem to just 'care' about, more than the people around you?

Write down 2 - 4 things below:

Step 4 >> Your Assignment: Finally take some time to pray about how your gifts + your passions + your values come in alignment for this season of your life. As you look at the lists above and pray about them, ask the Holy Spirit to help you discern YOUR purpose & assignment.

In one or two sentences write your assignment out below:

NOTE: If after working through this, you still feel that you don't know, **DO NOT STRESS** it. It's 100% ok to take some time over the next few weeks to think, ponder, pray, and discover this for yourself. Don't "short-change" yourself by going after something that is not actually what God wants for you. I offer personal executive coaching to really go after this and dial it in from a **GOD Designed** perspective. My good friend Dave Hodgson also has some resources on his site I really like as well, you can learn more about those resources here: <https://www.kingdominitiatives.au/>

EXERCISE /// God's Purpose / Your Assignment

In one short sentence, describe how your ORIGINAL Design is beneficial to your current assignment and season.

Where are you going?

How many are involved in your assignment today (think team, company, ministry, family, etc.)? _____

How many will be involved five years from today? _____

How many are 'impacted' today? _____

How many will be 'impacted' five years from today? _____

To 'actualize' the long-term vision, what is needed most to 'accomplish' your assignment from an ORIGINAL Design perspective? **What NEXUS 'Types' will be needed most?**

What 'NEXUS Types' areas are missing? What holes do you have in your team/relationships from a 'NEXUS Type' perspective?

Write your thoughts here:

EXERCISE /// God’s Purpose / Your Assignment

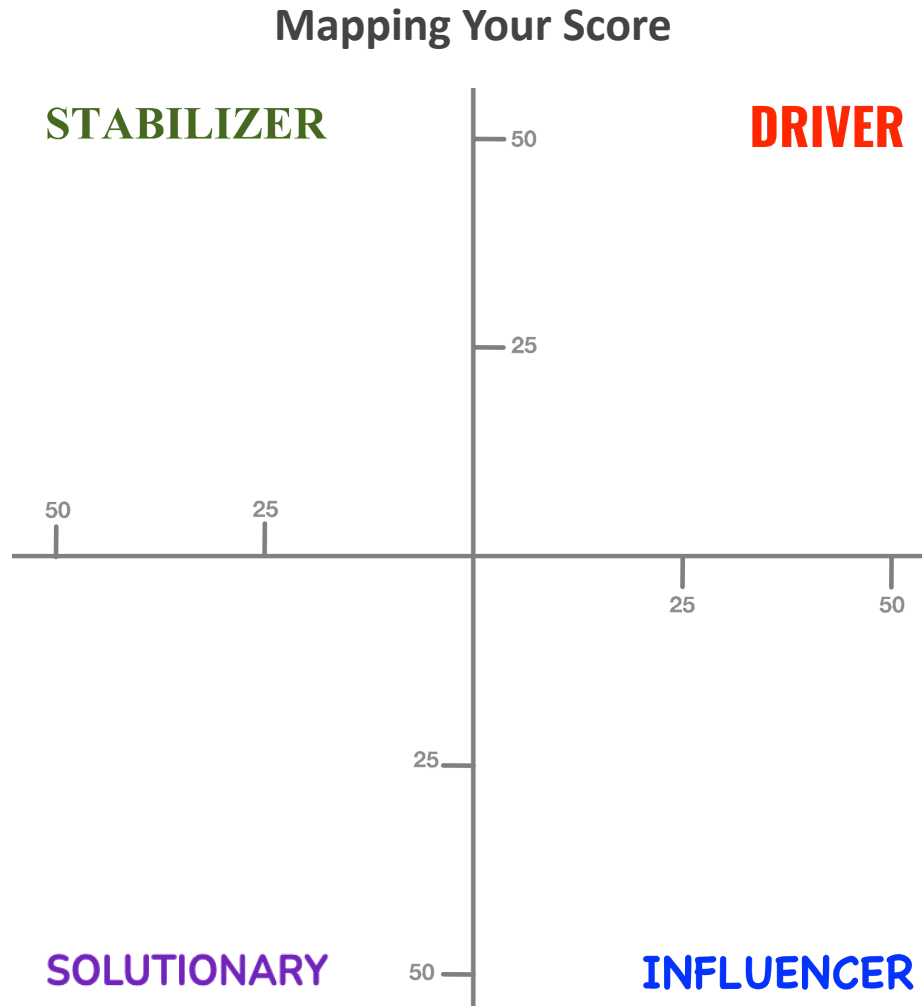
PRACTICAL NEXT STEPS:

What steps can you take to get people, leaders, and advisors in place that fill in the gaps from a NEXUS 'Type'/ORIGINAL Design perspective?

Take a moment and write a short plan of what you can do over the next six months to improve the overall team from an ORIGINAL Design perspective.

A series of horizontal lines provided for writing a plan.

4 EXERCISE /// Finding Your 'PIVOT Question'



1. Map each score with a DOT. Write the numerical value next to the dot. Draw lines between each.
2. If you have a score **OVER 39** that means it is in the 'profound' range. Circle it.
3. If you have a score **UNDER 12** that means it's in the 'emulation' range. Underline it.
4. Calculate the difference between each value and write that number in between each value.
5. **BOX** 'differences' that are **greater than 12**

In this exercise, you're looking for your 'PIVOT Question'. The *challenge* is to leverage, in a new way, one of your 'NEXUS types' that, until now, you *have not used or integrated well into your life*.

EXERCISE /// Finding Your 'PIVOT' Question.

We have found that when you use 'more' of who God made you to be, your life, relationships, effectiveness, work, and experience **will see profound improvement.**

So you're looking for a 'NEXUS type' you **SHOULD** be using much more in your life than you currently are. It's often your second most dominant, but **sometimes can even be your most dominant.** It can be your third or even your fourth, but it should be one that you "can get to" (meaning 12 or higher).

Take a few minutes and pray to the Holy Spirit, asking Him to reveal to you the NEXUS type you haven't been using as effectively as you should be. The 'type' that, if you **DID** use it more, would drastically improve your relationships.

Take a few minutes and write out any thoughts from the Holy Spirit here:

Ask the Holy Spirit to reveal to you the 'TYPE' you need to focus on right now in your life. Write that 'type' here:

The 'TYPE' you wrote above is your answer to your PIVOT QUESTION!

Your PIVOT Question:

Should I PIVOT TO: _____?

Spend the rest of the time in this exercise, praying about how you can integrate this PIVOT QUESTION in your daily relationships. You can write any additional thoughts here:

5 EXERCISE /// Honoring THEIR Motivators

4 Types 6 Blends /// The perfect and unique recipe.

My NEXUS Profile 'Type': _____ / _____
Primary Secondary

My Pivot Question: Should I 'PIVOT' TO: _____

Part I of this exercise: Spend a few minutes...

Take a few minutes to clear your thought traffic of distractions. Think of one or two people that you consistently seem to 'rub the wrong way' or who consistently frustrate you. Think of the last few interactions: from a **Motivational Driver** standpoint. What about the conversation that did and didn't work?

Write about ONE of those people here:

EXERCISE /// Honoring THEIR Motivators

Part II of this exercise: Break Into Groups & Discuss

Break into groups and briefly share your experience about this person you wrote about in Part 1. Share how YOUR motivational drivers conflicted with theirs. How could you have honored them more appropriately according to their Motivational Drivers?

Describe what you discovered in the group discussion here:

6 EXERCISE /// Putting Into Context

The truth about why God designed you...

My NEXUS Profile 'Type': _____ / _____
Primary Secondary

My Pivot Question: Should I PIVOT TO: _____

Part I of this exercise: Spend a few minutes...

Take a few minutes to close your eyes and clear your thought traffic of distractions. Open your eyes and look at your NEXUS Profile Score.

What do you like about your score?

Is there something you don't like about your score?

Spend a few minutes and think about the season you're in right now and your assignment. How has God uniquely designed you for this particular season?

EXERCISE /// Putting Into Context

Part II of this exercise: Break Into Groups & Discuss

Break into groups and briefly share your assignment and how God has uniquely designed you for this moment in history, in your life, in this season, for your assignment.

Summarize your answers, be succinct, and don't share more than two minutes so that there is time for everyone to share AND for you to dialog about each other's answers. It's important to distill your thoughts into succinct answers so, sharing in this group will help you do that.

Describe what you discovered in the group discussion here:

7 EXERCISE /// Making Tough Conversations Easy

Putting It Into Practice

My NEXUS Profile 'Type': _____ / _____
Primary Secondary

My Pivot Question: Should I PIVOT TO: _____

Part I of this exercise: Spend a few minutes...

Take a few minutes and ask Holy Spirit to reveal to you a couple of examples from the last few months where tough conversations were either avoided or not handled in an 'honoring' way (from a NEXUS 'Type'/ORIGINAL Design) perspective.

Think about your particular ORIGINAL Design. How have you handled tough conversations in the past? Do you let them build up, or do you avoid them?

Take a moment and write 1-3 short sentences about your approach in the past (good or bad is fine; there is no wrong answer here).

Think about the example the Holy Spirit revealed to you. Have there been examples where a tough conversation was needed but was either mishandled or avoided?

Please think of one example and write a very short description of it here:

EXERCISE /// Making Tough Conversations Easy

Part II of this exercise: **Break Into Groups & Discuss**

This is a powerful time for some ROLE PLAYING!

In your group, take turns being the person that is 'leading' the conversation and the person being 'talked to'. Use the following examples to ROLE Play. The key here is to do it WITH an ORIGINAL Design mindset.

Step 1 > Review the tough conversation scenarios below.

Step 2 > Determine who is on the giving and receiving end of the conversation. (make sure and reverse it once you go through the conversation the first time).

Step 3 > Review the NEXUS 'Type' Score of the person receiving.

Step 4 > YOU PLAY YOU, and talk to the other person with an ORIGINAL Design perspective; THEY PLAY THEM, meaning talk to them based on THEIR actual NEXUS 'Types'.

To recap, review the scenarios, choose who is leading and who will be receiving, make sure you KNOW the score of the person receiving, and role-play the scenario with that person according to their actual score.

Scenario 1

The leader needs to inform the receiver that the project they have been assigned to has failed, and because of that they are going to let them go from the company. In this scenario, the 'leader' is the manager and the 'receiver' is the employee.

Scenario 2

The Leader needs to inform the receiver that their application (that the receiver thought was already approved) for their 'dream job' has been declined. In this scenario, the 'leader' is the company president, and the receiver was applying, (and thought they already were chosen), for their 'DREAM JOB'.

Scenario 3

The Leader needs to help the receiver understand that the art project they submitted for the art show is not up to the quality standards for the exhibit. In this scenario, the 'leader' is the art show director, and the 'receiver' was submitting their very best piece; they spent six months creating.

8 EXERCISE /// Understanding Our Misalignment

Putting It Into Practice

My NEXUS Profile 'Type': _____ / _____
Primary Secondary

My Pivot Question: Should I PIVOT TO: _____

Real leadership can only happen in an environment of honor; PERIOD! If progress has been made without honor, it came through manipulation and/or dictatorship, NOT honor (or it's only perceived progress, which is weak and will crumble).

The crazy part about that is that real leadership STARTS with yourself, this means understanding the misalignment in how you're functioning compared to your ORIGINAL Design.

Part I of this exercise: Spend a few minutes...

Think about your life and how you relate to your own ORIGINAL Design. Look at your score, are there any parts of it that **"you might be resisting or avoiding"**, especially at the subconscious level? Are there any parts of you that you don't like? Think back to earlier as we were teaching each of the 4 NEXUS Types. **Did you find yourself slightly irritated by any of the descriptions**, and if so, how much of "that type" do you have?

As you're thinking about the above questions, ask God to reveal to you any areas of your life that have been 'warped' or 'misaligned' from your ORIGINAL Design.

Write about what you discovered in a few lines here:

How has this misalignment disrupted or hurt your assignment in this current season?

EXERCISE /// Understanding Our Misalignment

How has this misalignment disrupted or hurt the relationships in your life?

How has this misalignment disrupted or hurt your own self image?

Forgiving yourself for your own misalignment has proven to be a powerful **first** step in realigning yourself with the ORIGINAL Design that God had in mind when he created you.

The process of recognizing the misalignment with God’s ORIGINAL Design for you is something **ONLY** you can walk through, no counselor, coach, advisor, parent, mentor, or guru can do it for you. However, I have found this process to be one of the most pivotal moments in becoming the very best version of yourself, flipping the 80/20 and fully living into your God given assignment.

If you are ready to take this important next step, please take a few min and actually forgive yourself for not acting out of your God given design, and ask God to begin the process of realigning you back to the way He originally created you.

Write out any thoughts you have regarding this here.

EXERCISE /// Understanding Our Misalignment

Part II of this exercise: **Break Into Groups & Discuss**

This is a pure discussion time in small groups.

Spend no more than 3 min each describing how your misalignment and or alignment with your ORIGINAL design *“have helped or hurt your ability and effectiveness”* in living out and employing your current season and assignment.

Please also discuss, and encourage each other.

AS YOU DO THIS ensure you are encouraging each other from a NEXUS Profile Score approach.

Think BEFORE you comment to each other, “According to their NEXUS Profile Score, how can I best encourage through honoring who they are”

Write any thoughts from the discussion here:

9 EXERCISE /// Flipping The 80/20 In EVERY Situation

Being honest with yourself and those around you from an ORIGINAL Design perspective.

My NEXUS Profile 'Type': _____ / _____
Primary Secondary

My Pivot Question: Should I PIVOT TO: _____

Take a moment and think about your assignment and team.

In Jim Collins' book, Good To Great, he talks about getting the right people on the bus.

We want to take that a step further and make sure that we not only have the right people on the bus but also have everyone **in the right seats**.

Take a few moments and think about your team. Are people really in the right seats? Have you modified the 'seats' to accommodate people?

Think about what changes need to be made to the roles and responsibilities and write 1 - 2 short sentences about your next steps in that area of your area of influence.

Take a few moments and think about yourself. What does an average day look like for you? Use the chart on the next page to map your responsibilities and workload to your ORIGINAL Design.

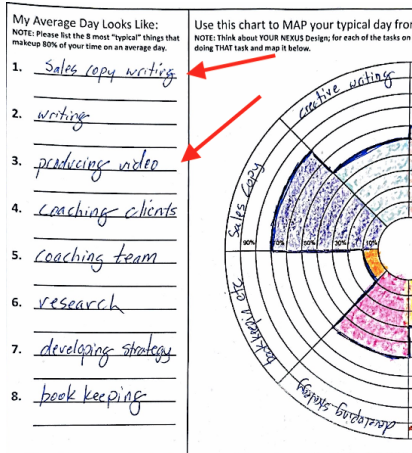
Remember your 'Mapping' based on your ORIGINAL Design and how well you are aligned with the tasks that you typically do on an average day. These are the **tasks that should make up 80% of your typical work week**. Don't list things like 'email' rather, list writing sales emails.

EXERCISE /// Flipping The 80/20 In Every Situation

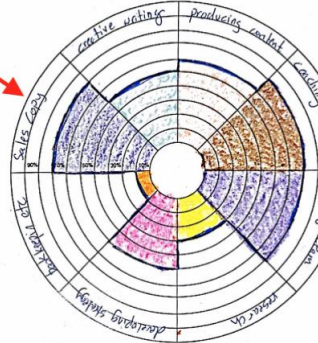
Step 1 - Write down your 8 MOST Typical "Important tasks" on the left.

Step 2 - Write all 8 tasks "around" the circle diagram.

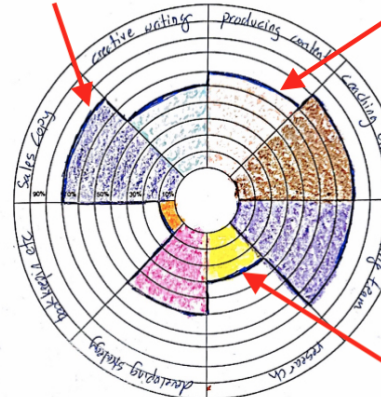
Step 3 - THINK about each task one at a time from an ORIGINAL Design perspective. How WELL does the task FIT with your ORIGINAL Design. It's OK if some of your tasks DON'T align well, DRAW lines around the "effectiveness level" according to your ORIGINAL Design. 100% of your design is literally the most perfect it could possibly be for that task. 30% of your design is 30% effective for that task, and so on. (optional is to fill in, some find it easier to see this way)



Use this chart to MAP your typical day from an ORIGINAL Design perspective
NOTE: Think about YOUR NEXUS Design; for each of the tasks on the left, how well would you say your "effective" doing THAT task and map it below.



Use this chart to MAP your typical day from an ORIGINAL Design perspective
NOTE: Think about YOUR NEXUS Design; for each of the tasks on the left, how well would you say your "effective" doing THAT task and map it below.



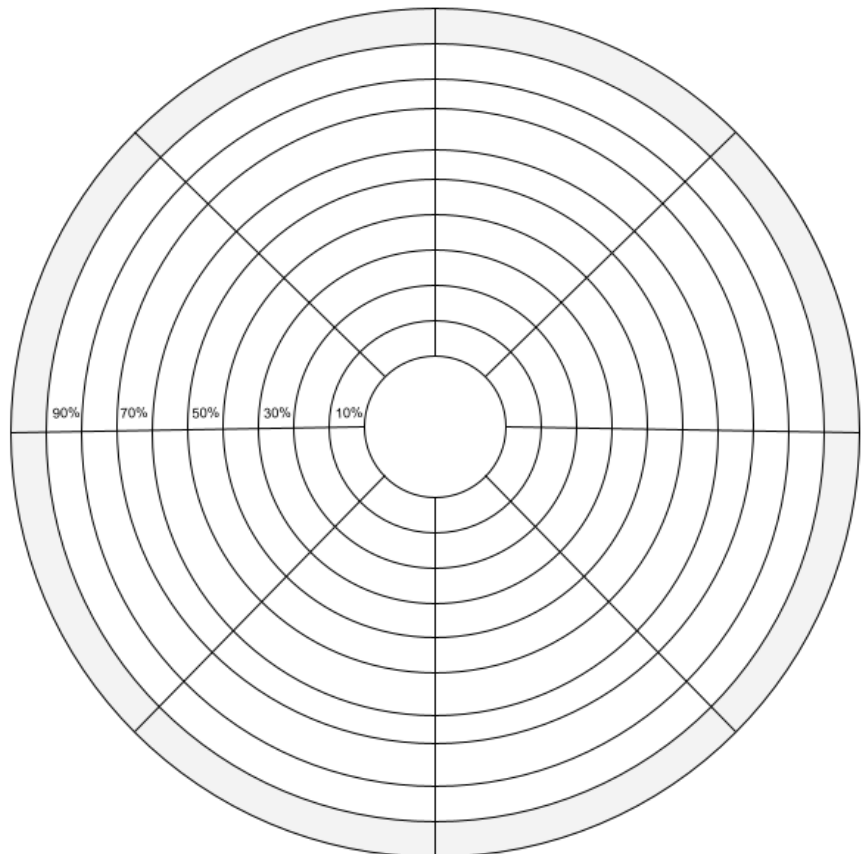
My Average Day Looks Like:

NOTE: Please list the 8 most "typical" things that makeup 80% of your time on an average day.

1. _____
2. _____
3. _____
4. _____
5. _____
6. _____
7. _____
8. _____

Use this chart to MAP your typical day from an ORIGINAL Design perspective.

NOTE: Think about YOUR NEXUS Design; for each of the tasks on the left, how well would you say your "effectiveness" is as doing THAT task and map it below.



EXERCISE /// Flipping The 80/20 In Every Situation

As you look at the people around you, your team, friends, co-workers, employees, etc. How well do they **fit** according to their (assumed) roles from an ORIGINAL Design perspective? Are there changes that need to be made in ROLES? Are there changes that need to be made in the team itself? **(80% of the time people are in a role that is either mis-aligned or significantly mis-aligned with their ORIGINAL Design)**

Write your thoughts here as you think about the people around you.

Think about your current season and assignment. Ponder these questions for a few minutes.

What would it look like if you were able to **focus 80% of your time** on the tasks MOST needed for your current season and assignment?

What would it look like if you were able to **re-align 80% of your tasks** to fit either well or extremely well with your ORIGINAL Design.

What would it look like if you were able to re-align the people around you (team) to **fit either well or extremely well** with the tasks you need from them and THEIR Original Design.

What would it look like if everyone was functioning in **ROLES** that were in alignment with who they are in your team? What would it look like if everyone's **ROLES** were producing things in alignment with the **ACTUAL** season and assignment that you are called to? Additionally, what would it look like if your daily tasks were in alignment with Your Original DESIGN?

Write out what the picture of your personal and professional life would look like if the above questions were answered in the positive.

STRATEGIC NEXUS Design Plan

GOD DESIGNED BUSINESS EDITION

Strategic NEXUS Design Plan /// UNLOCKING Performance

Decode the human element of business, save time, stress, and money, and live a more vibrant life!

My NEXUS Profile 'Type': _____ / _____
Primary Secondary

My Pivot Question: Should I PIVOT TO: _____

Step 1 // Take a few minutes to answer the following questions.

It's imperative that every leader understands how they fit into their current season, as well as knowing the current situation (season) for their actual GOD Designed Assignment and Purpose.

Part of 'real' leadership is asking **yourself** tough questions.

Is my God-given passion in alignment with my current 'season'?

Write your thoughts here.

Are you doing more than you should? Are you headed for burnout? Are there people around you that can share the load?

Write your thoughts here.

What changes might you need to make to your situation to ensure alignment with the overall purpose & assignment?

Write your thoughts here.

YOUR ORIGINAL Design Snapshot <small>(please plan on sharing your plan with the group, we will offer an opportunity for some to share)</small>	
Your Primary Type & Score:	Your Secondary Type & Score:
Your NEXUS Blend:	Your PIVOT Question:
<p style="text-align: center;">Your 6 Most Critical Weekly Tasks:</p> <ol style="list-style-type: none"> 1. 2. 3. 4. 5. 6. <p><small>NOTE: These should be the MOST important, what are the 6 tasks that are going to take 20% of the time, but NET 80% of the results in accomplishing your GOD given purpose and assignment.</small></p>	<p style="text-align: center;">3 Critical <u>Relationship</u> Adjustments</p> <ol style="list-style-type: none"> 1. 2. 3. <p><small>NOTE: These are relationships that need to be slowly pulled back from, or invested into. OR they are relationships where tough conversations need to take place. Remember this is related to YOUR personal and professional life, and how YOU are accomplishing YOUR God-given purpose and assignment.</small></p>
3 Uncomfortable Changes I Need To Make In My Personal and or Professional Life	
<ol style="list-style-type: none"> 1. <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> 2. <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> 3. <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> <hr style="border: 0; border-top: 1px solid black; margin: 5px 0;"/> 	

Strategic NEXUS Design Plan /// UNLOCKING Performance

Spend a few minutes and think about how you can leverage your new understanding of your ORIGINAL Design into your personal and professional life.

What changes will you make in the next 30 days?

What changes will you make over the next 6 months?

What changes will you make over the next 12 months?

What conversations do you need to have in the coming weeks?
(list name of person & short description of conversation needed)

Strategic NEXUS Design Plan /// UNLOCKING Performance

Take some time to write out, in a couple of sentences, a description of how you will implement this new understanding into the team, relationships, and your overall assignment. **Are there tough conversations that need to take place?** (I have never found a situation where there aren't at least some tough conversations that need to happen)

Write out a summary of your plan as a letter to yourself, starting something like this: "I, Chris Behnke, am committing to..." and then begin to describe the plan that you have developed from above.

As you do this, keep in mind that GOD designed you ON Purpose FOR a purpose before the foundations of the earth. YOU matter, YOU are important, YOU were not a mistake.

So... If the above statement is true, what are you going to do about it? Write that out below.

Thank you!

If you have any questions, please don't hesitate to reach out.

Chris Behnke

To learn more and for additional resources, please don't hesitate to reach out!

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