

THE 10 Hour Workweek

WORKBOOK





The 10 Hour Workweek Workbook

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Welcome...

We're so glad you're here.

Today is about you—your time, your energy, your vision for what's next. In the quiet of this space, away from the noise of everyday demands, we invite you to breathe, land, and reconnect with what matters most.

We've all felt the pressure of chasing productivity and rushing results. We're here to create with intention, let go of what's heavy or outdated, and make space for a path that feels aligned—with who you are and how you want to live.

Together, we'll walk step by step toward a business and life that supports a 10-hour workweek: one built on freedom, purpose, and calm confidence.

Let's move from playing catch-up to a full realignment that will blossom over time—and that begins now.

We invite you to sit back, relax... and buckle up :)

Let's begin.



You've Arrived. Let's Land.

**TAKE A BREATH. SET AN INTENTION.
CIRCLE THE WORD THE CAPTURES HOW YOU WANT
TO FEEL AS YOU LEAVE TODAY.**

Connected

Brave

Light

Clear

Free

Open

Empowered

Present

Grounded

Aligned

Grateful

Motivated

Energized

Peaceful

Inspired

Confident



SECTION 1: OPENING

The Vision Before the Roadmap

“Don’t ask what the world needs. Ask what makes you come alive and go do it.”

– Howard Thurman

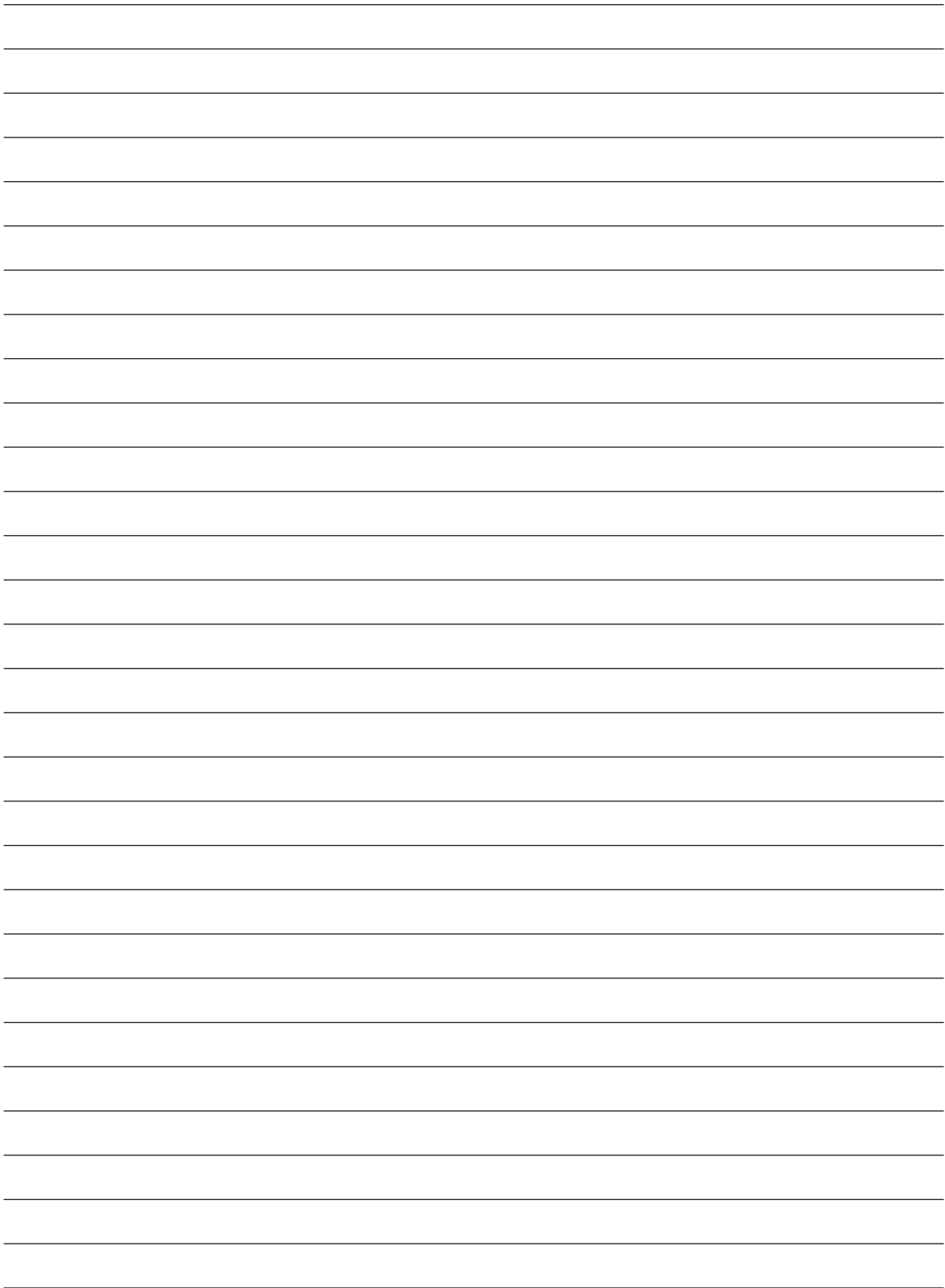
VISION JOURNALING PROMPT

What Would a 10-Hour Workweek Mean to Me?

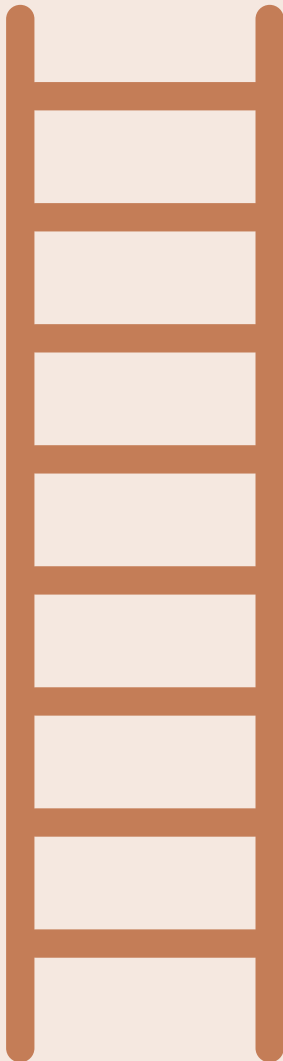
This is a personal reflection—just for you. There’s no need to share, explain, or edit. Take a breath. Let your vision speak.

Choose any 2-3 prompts that resonate, or respond to all:

- What would a 10-hour workweek allow me to finally say yes to?
- What is the cost of staying where I am?
- How would my team, family, or self-care shift?



The Avatar Ladder



Freedom CEO

(10-20 HOURS/WEEK)

Delegates deeply. Protects energy. Builds a business that serves their life—not the other way around.



Intentional Boss

(20-30 HOURS/WEEK)

Conscious of time, chooses impact. Has systems, but still wears too many hats. Strategy is emerging.



Pavement Pounder

(30-45 HOURS/WEEK)

Gaining traction, but still reactive. Dipping toes into delegation. Knows what should change—but hasn't changed it yet.



Workaholic Warrior

(45+ HOURS/WEEK)

Always in motion. No one can quite replace them. Exhaustion is normalized.

REMINDER

You may embody parts of all of these.

This is about meeting yourself honestly—untangling each anchor and moving toward the version of you that's ready to lead with freedom.

The Six Anchors

**BEFORE WE BUILD A FREEDOM CEO LIFE, WE
NEED TO KNOW WHAT IT'S MADE OF.**

Each of these six anchors represents an essential area of your life—business and personal. In every anchor, you'll walk the path from **Workaholic Warrior** to **Freedom CEO**.

You may be farther along in some anchors than others—and that's normal.

**THESE SIX ANCHORS FORM THE CORE OF YOUR
STUDIO AND LIFE ECOSYSTEM:**



Finances

How you manage money
and measure growth



Team

How you lead, delegate,
and trust



Home Life

How your personal values
are reflected daily



Emotions

How you feel, express, and
manage pressure



Support

Who you rely on,
both personally and
professionally



Time & Planning

How you hold, use, and
protect your time

ANCHOR 1

Finances





Anchor 1: Finances

How you think about, manage, and measure money in your business.

FINANCE DIAGNOSTIC

INSTRUCTIONS:

Circle the letter (A, B, C, or D) that most closely reflects where you are today. When you're finished, tally each letter below and **flip to the Results section** to discover the avatar that matches your responses.

My financial reports are:

- A. Nonexistent or scary to open
- B. Sporadic — I know the basics
- C. Reviewed monthly with intention
- D. Regularly analyzed with future-focused goals

I know where I'm spending money and where I can cut:

- A. Not really
- B. Kinda — I'm still guessing
- C. Yes, I've done the math
- D. I'm optimizing and reinvesting strategically

I budget for future hires and growth:

- A. I'm just trying to stay afloat
- B. I want to, but I'm not sure how
- C. Yes, I've started planning for that
- D. Absolutely — my team is part of the vision

I feel about my profitability:

- A. Stressed or unsure
- B. Curious, but overwhelmed
- C. Confident I'm on the right track
- D. In control and excited about the future

My financial systems are:

- A. Chaotic or non-existent
- B. Partially in place but not consistent
- C. Basic but working
- D. Streamlined and optimized

HOW MANY OF EACH LETTER DO YOU HAVE?

A ____ B ____ C ____ D ____

The avatar I most closely align with in the Finances Anchor is:

AVATAR TIERS:

Financial Behaviours

“Your finances are not just numbers—they’re a mirror of your leadership and a reflection of the health of your business.”

WORKAHOLIC WARRIOR 	• Reactive and unclear • Avoids financial data or feels overwhelmed by it • Doesn't know where to start, who to ask, or how to execute • Often spends money intended for future needs <i>Think: spending fall revenue to survive the summer—leaving future seasons underfunded and stuck in a reactive loop.</i>
PAVEMENT POUNDER 	• Tracks sporadically • Makes emotional or impulsive money decisions • Has some support but lacks consistent reviews or forecasting • Often operating on hope rather than clarity <i>Think: guessing instead of knowing—financial wins feel lucky, not planned.</i>
INTENTIONAL BOSS 	• Reviews finances regularly • Budgets with growth in mind • Begins forecasting with intention • Invests and spends strategically <i>Think: making confident moves based on real-time numbers, not gut reactions.</i>
FREEDOM CEO 	• Proactively plans with a financial vision that includes the team • Supported by professionals (bookkeeper, CPA, advisor) • Predicts success and identifies risks early • Maintains runway for slower seasons or surprise hardships <i>Think: forecasting with confidence—money becomes a tool, not a stressor.</i>

Money Moves

Ways to move through the avatars and into **Freedom CEO** in your Finances Anchor:

MONEY MOVES	DEFINITION	EXAMPLES
CLARITY MOVE	Get financially honest and organized by creating a consistent rhythm to review income, expenses, and cash flow. Stops mental spiraling, decision fatigue, and crisis mode. You make faster, calmer, more confident choices.	• Set a weekly money meeting • Review your P&L or dashboard • Hire a bookkeeper or use tracking software
STABILITY MOVE	Build a financial buffer and plan ahead for seasonal or unexpected dips. Prevents the “fill the gap” scramble each month. Creates calm, predictable financial cycles.	• Create separate accounts for taxes/reserves • Forecast seasonal expenses and plan cash flow • Build a 2-month runway
RELIEF MOVE	Cut unnecessary expenses and stop emotional, low-ROI spending habits. Frees up cash stuck in unproductive areas so you can reinvest in time-buying resources.	• Cancel unused subscriptions • Reduce overspending on supplies • Renegotiate vendor or merchant contracts
GROWTH MOVE	Invest profit into time-buying hires, systems, or automation to expand capacity. Literally buys back your time. Shifts you from doing it all to leading what matters.	• Hire a part-time admin or ops lead • Invest in automation (CRM, Studio Sync) • Outsource low-ROI or draining tasks
POWER MOVE	Make bold, strategic financial decisions that increase revenue per hour. Helps you work less and earn more. Increases profit without adding time or effort.	• Raise your tuition or pricing • Repackage offers into higher-value tiers • Introduce VIP, premium, or fast-track options

Money Moves by Avatar Tier

HOW TO USE THIS SECTION:

As you begin to identify where you currently land in the Financial Anchor, this section will help you move forward—intentionally.

Each tier of the Avatar Ladder comes with its own primary goal, targeted financial moves, and an optional Power Move to accelerate your growth.

Use this guide to make focused progress, one level at a time. You don't need to jump straight to Freedom CEO. The goal is to take the *next right step* for where you are now.

AVATAR	PRIMARY GOAL	MAIN MONEY MOVES	OPTIONAL POWER MOVE
WORKAHOLIC WARRIOR	Stop the chaos + build a foundation	• Clarity Move – Set a weekly money meeting with yourself or a professional • Stability Move – Start building a seasonal runway or 2-month buffer	Raise rates or stop discounting out of fear
PAVEMENT POUNDER	Plug financial leaks + gain insight	• Relief Move – Cut emotional or low-ROI spending • Clarity Move – Begin a monthly review and forecasting rhythm	Re-price packages based on cost, capacity, and value
INTENTIONAL BOSS	Protect margins + buy back time	• Stability Move – Audit true profit margins and protect your cash buffer • Growth Move – Budget for a strategic hire or system	Add premium pricing: charge for bundles, prime times, or exclusive perks
FREEDOM CEO	Sustain growth + increase leverage	• Stability Move – Extend financial runway and plan for slowdowns • Growth Move – Reallocate for expansion or innovation	Redesign your pricing model, restructure tuition, or add high-ticket service tiers



FINANCE ANCHOR

Reflection & Integration

DEFINE YOUR 30-DAY MONEY MOVES

Choose **two** moves to complete in the next 60 days—one for each 30-day window. Use this space to commit to small, focused action that aligns with where you are and where you're headed.

My First 30-Day Money Move:

Deadline to Complete:

Who Will I Involve or Inform?

Why This Matters to Me:

My Second 30-Day Money Move:

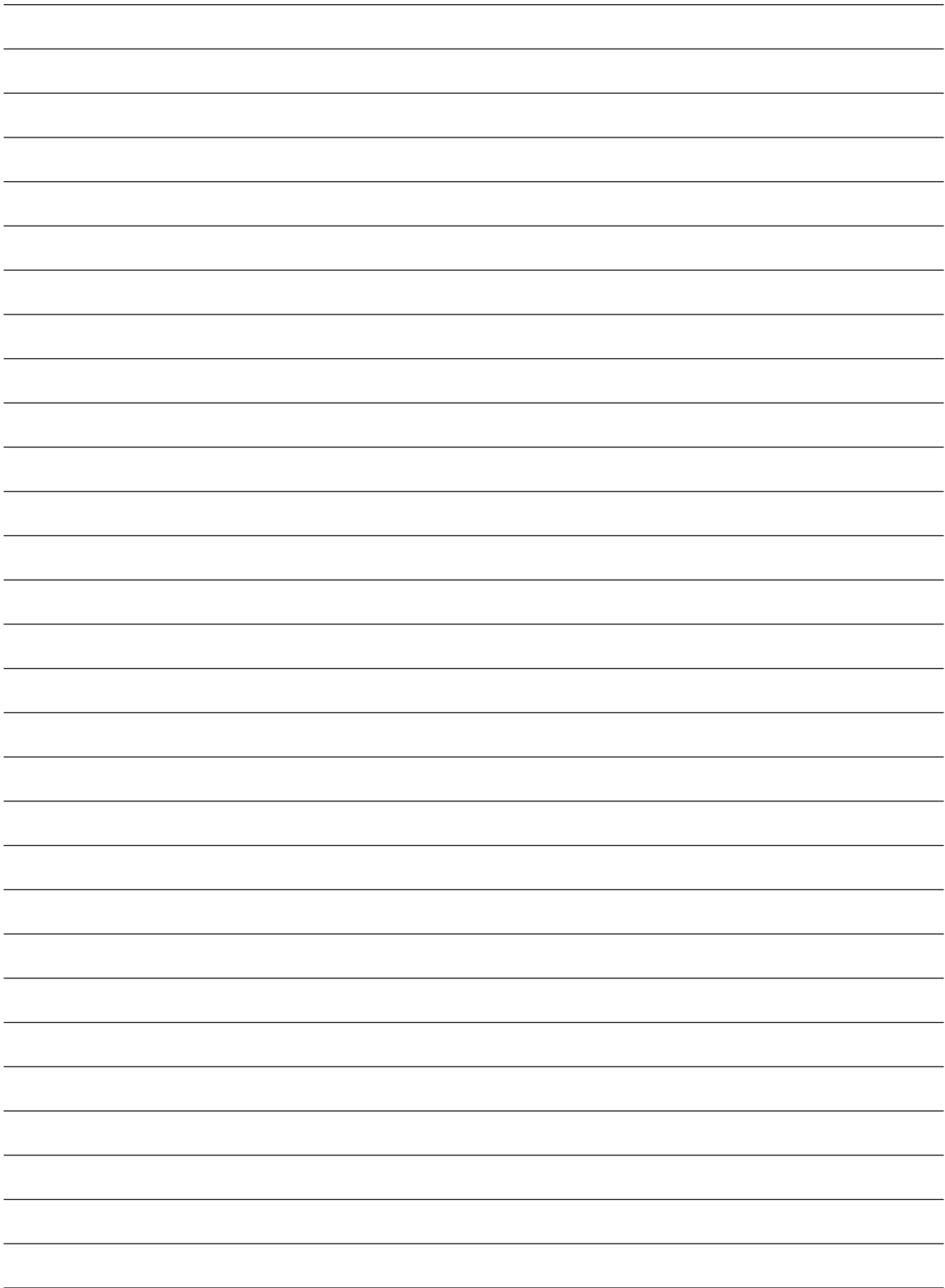
Deadline to Complete:

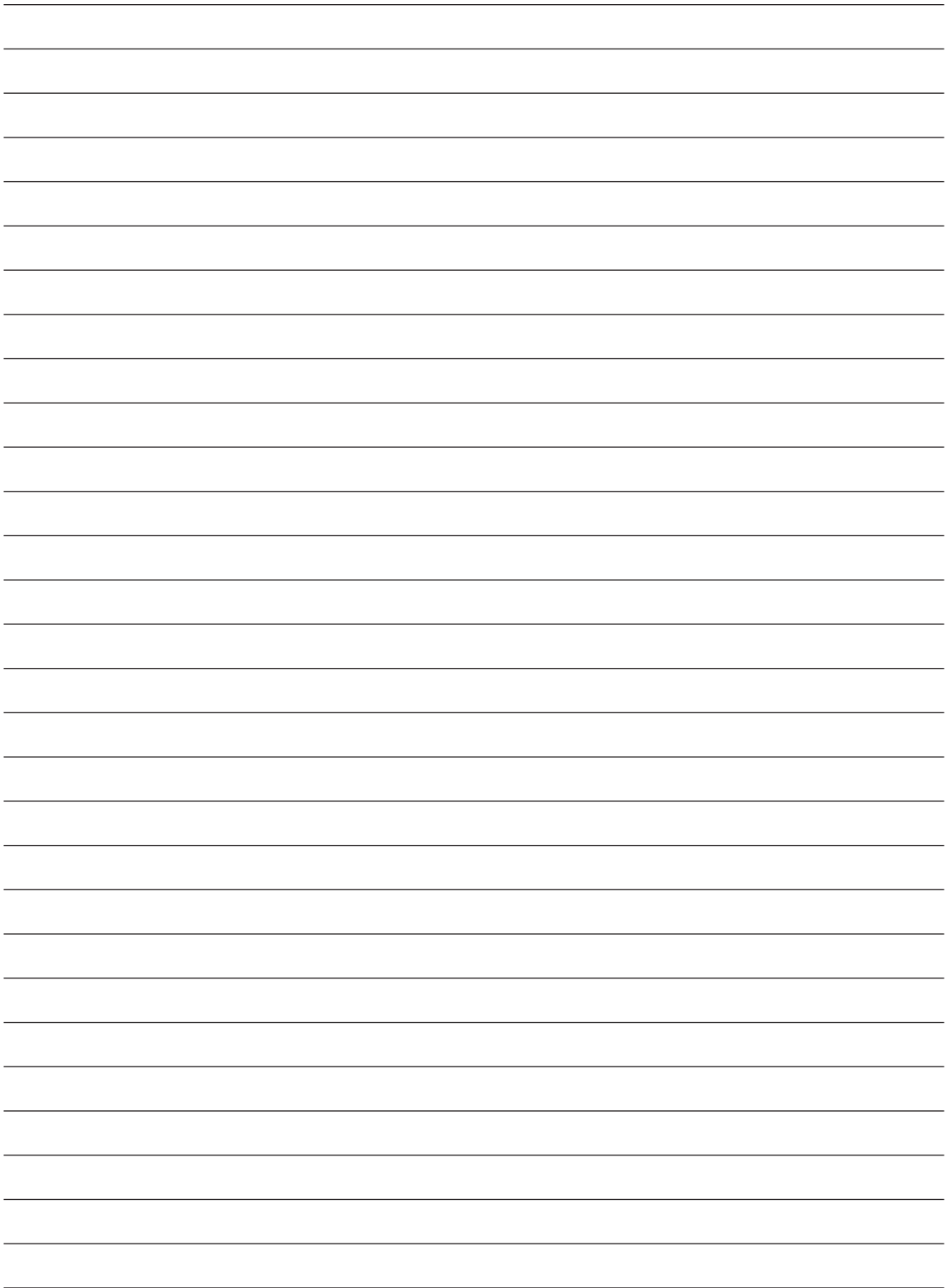
Who Will I Involve or Inform?

Why This Matters to Me:

OPTIONAL POWER MOVE CHALLENGE

What Power Move do I want to take on this year?





ANCHOR 2

Team





Anchor 2: Team

How you lead, delegate, and grow your support system at work.

INSTRUCTIONS:

Circle the letter (A, B, C, or D) that most closely reflects where you are today. When you're finished, tally each letter below and **flip to the Results section** to discover the avatar that matches your responses.

My team structure is:

- A. A leadership team I trust and empower
- B. A small but mighty team I'm investing in
- C. A few people, but I still carry the load
- D. Mostly me doing all the things

When someone on my team makes a mistake:

- A. I step back and let them learn to lead
- B. I review and use it as a teachable moment
- C. I cringe but try to coach
- D. I end up fixing it myself

When it comes to systems and roles:

- A. My team executes and updates systems regularly
- B. We're refining our org chart and SOPs
- C. I have some, but no one follows them
- D. What systems?

My ability to delegate looks like:

- A. I delegate with confidence and follow up when needed
- B. I delegate clear tasks and review outcomes
- C. I try, but I micromanage or redo it
- D. I struggle to let go — it's easier to do it myself

My team feels:

- A. Empowered, aligned, and thriving independently
- B. Capable and slowly gaining confidence
- C. Willing, but unclear on direction
- D. Reactive and dependent on me

HOW MANY OF EACH LETTER DO YOU HAVE?

A ____ B ____ C ____ D ____

The avatar I most closely align with in the Team Anchor is:

AVATAR TIERS:

Team

WORKAHOLIC WARRIOR 	"It's all on me." Your structure likely looks like one of the following: • You're a solopreneur • You have helpers, but they're untrained, task-based, and not long-term invested • You technically have a team—but they're not utilized effectively Bottom line: Delegation is minimal to nonexistent.
PAVEMENT POUNDER 	"Still doing too much." You've made your first meaningful hire—usually a generalist—with intentions to delegate. Delegation is still reactive, informal, and unsupported by clear systems. Team members may be willing, but they're not fully equipped or empowered.
INTENTIONAL BOSS 	"Leading the leaders." Specialized roles are emerging. Delegation is more consistent and thoughtful. A senior team is beginning to take shape, and your leadership is focused on growing <i>them</i>.
FREEDOM CEO 	"Aligned. Empowered. Scalable." Leadership is distributed. Systems and culture hold the team together. Team members function with clarity, confidence, and independence—so you can lead at the highest level.



Team High Five Moves by Avatar

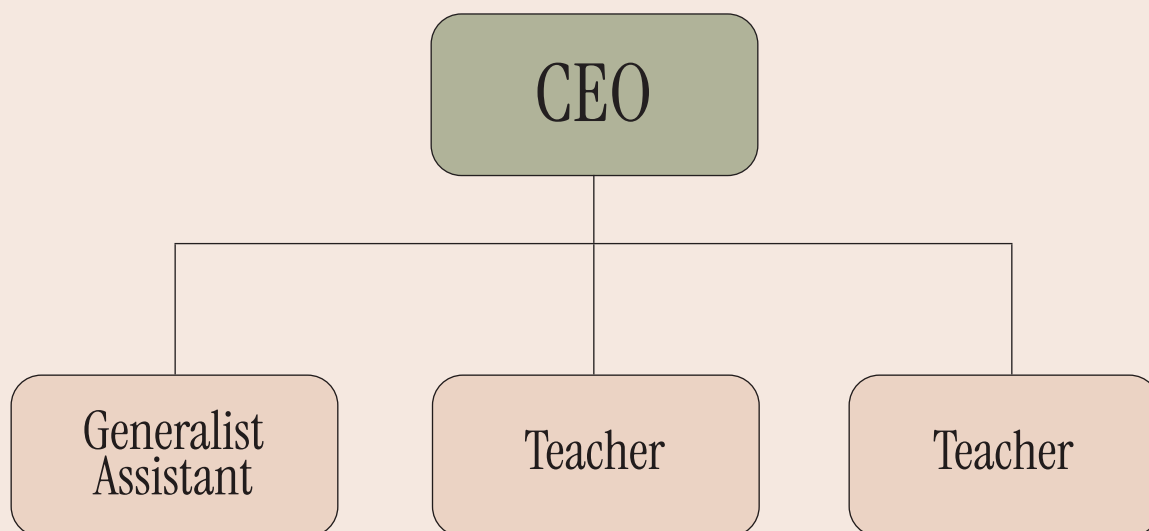
What it takes to move to the next tier—plus what it starts to look like in action.

WORKAHOLIC WARRIOR	Steps to Move Avatars: 1. Take inventory of your jobs/tasks (and those of any current helpers) 2. Identify what you want to delegate and create a role around it 3. Budget for a hire, set monetary and achievement-based KPIs 4. Use a clear hiring funnel 5. Train, document, and build a training manual 6. Choose tools to communicate, manage projects, and ensure accountability What the Move Looks Like: Your first hire is a jack-of-all-trades—admin, enrollment, events, parent comms, costumes. You get a breather, but <i>now they're</i> drowning. Freedom? Technically, yes—but if they leave, it all collapses.
PAVEMENT POUNDER	Steps to Move Avatars: 1. Review and refine job descriptions annually 2. Identify team members' zones of genius and pain points 3. Hire or contract specialists to take on more focused roles 4. Refine systems, retrain staff, and increase structure 5. Cultivate a team culture: values, collaboration, accountability, idea-sharing What the Move Looks Like: Cracks appear—missed deadlines, tension, confusion. You stop assigning tasks and start hiring for functions. Specialists join: Marketing Lead, Studio Manager, Teaching Captain. You step into leadership—not of tasks, but of leaders..
INTENTIONAL BOSS	Steps to Move Avatars: 1. Hold regular meetings and coaching sessions with your team 2. Expand the org chart with team leads and clear reporting lines 3. Develop leadership skills in your senior team 4. Identify senior hires to remove you from day-to-day operations 5. Continuously refine systems and check for alignment 6. Train your team to be your eyes and ears 7. Scale culture with gratitude practices, accountability rituals What the Move Looks Like: Systems replace supervision. Specialists thrive inside rhythms and dashboards. Ownership spreads. You're not the only one who breathes easier—your early hires finally do, too.
FREEDOM CEO	Steps to Maintain Avatar: 1. Protect your 10-hour workweek by setting clear priorities and boundaries. 2. Elevate your leadership team to own full areas of the business. 3. Create rhythms for team connection, communication, and celebration. 4. Use team input to continuously refine systems and improve performance. 5. Support your leaders' growth—coach them like you once needed to be coached. 6. Anchor team culture in shared values, trust, and accountability rituals. What the Move Looks Like: You lead through people, not through presence. Your team runs the day-to-day—and they do it better than you ever could alone. You've built a leadership bench that thinks critically, solves problems, and stewards your vision. Meetings feel energizing. Feedback flows. You're not just the boss—you're building a legacy.

Team Evolution Stages

How your structure shifts as you grow through the Avatar Ladder

STAGE 1: THE GENERALIST ERA (Workaholic Warrior > Pavement Pounder)	Structure: • CEO (You) – handles marketing, enrollments, parent comms, hiring, events, ops, and sometimes teaching • Generalist Assistant (first hire) – juggles front desk, emails, social posts, event coordination, costume orders, light bookkeeping • Teaching Team – a few part-time instructors Key Traits: • Reliant on 1-3 people • No functional leads or formal structure • Fragile: time off = collapse
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Team Evolution Stages

How your structure shifts as you grow through the Avatar Ladder

STAGE 2: THE SPECIALIST SHIFT

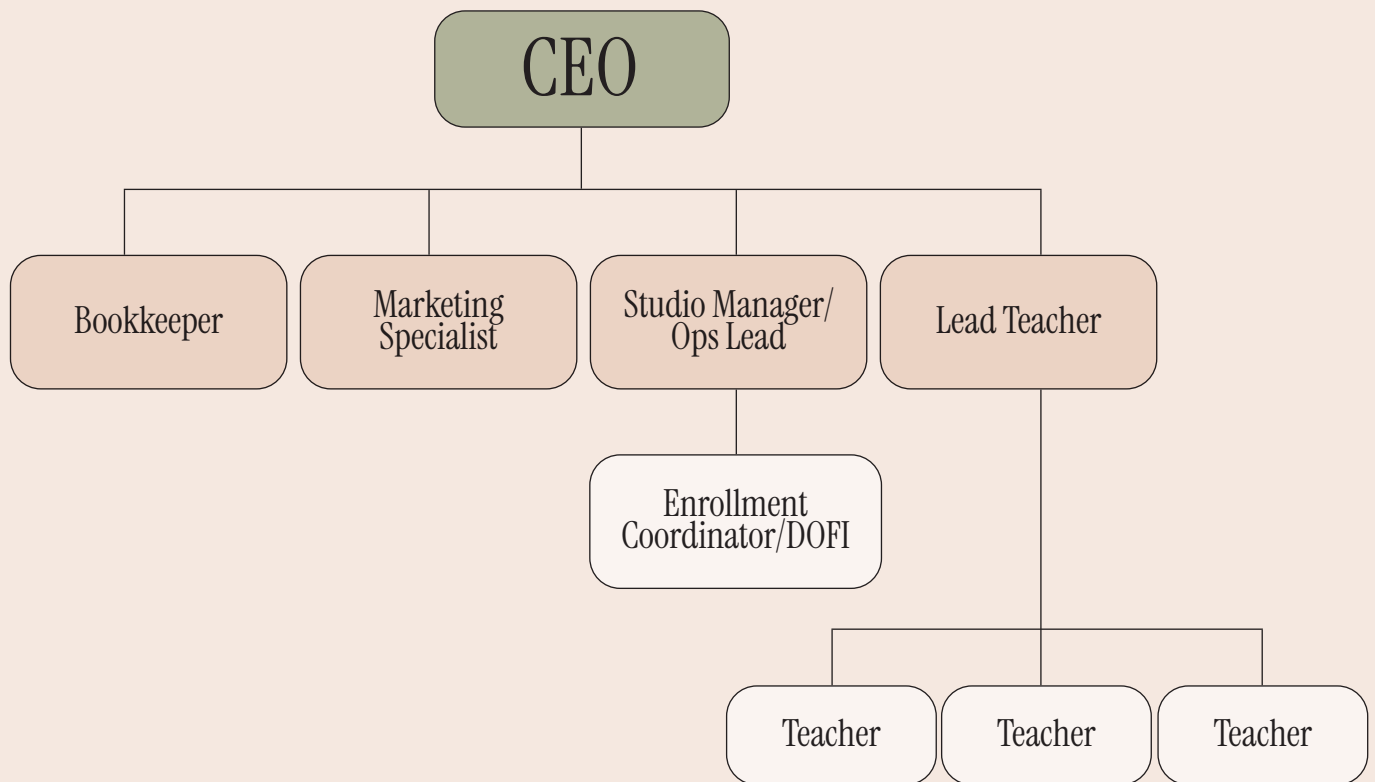
(Pavement Pounder > Intentional Boss)

Structure:

- **CEO (You)** – begins shifting into visionary/planner
- **Studio Manager / Operations Lead** – handles ops, events, team schedules, recital oversight
- **Enrollment Coordinator/DOFI** – Nurtures and converts trials
- **Marketing Specialist (PT or contractor)** – runs campaigns, ads, socials
- **Lead Teacher** – supports instructors and ensures curriculum consistency
- **Bookkeeper (outsourced)** – manages finances

Key Traits:

- CEO starts leading leaders
- Systems are forming
- Teams aligned to **functions and outcomes**, not tasks
- **Emerging:** you can take short spurts of time off without team needing you daily



Team Evolution Stages

How your structure shifts as you grow through the Avatar Ladder

STAGE 3: THE FREEDOM FLYWHEEL

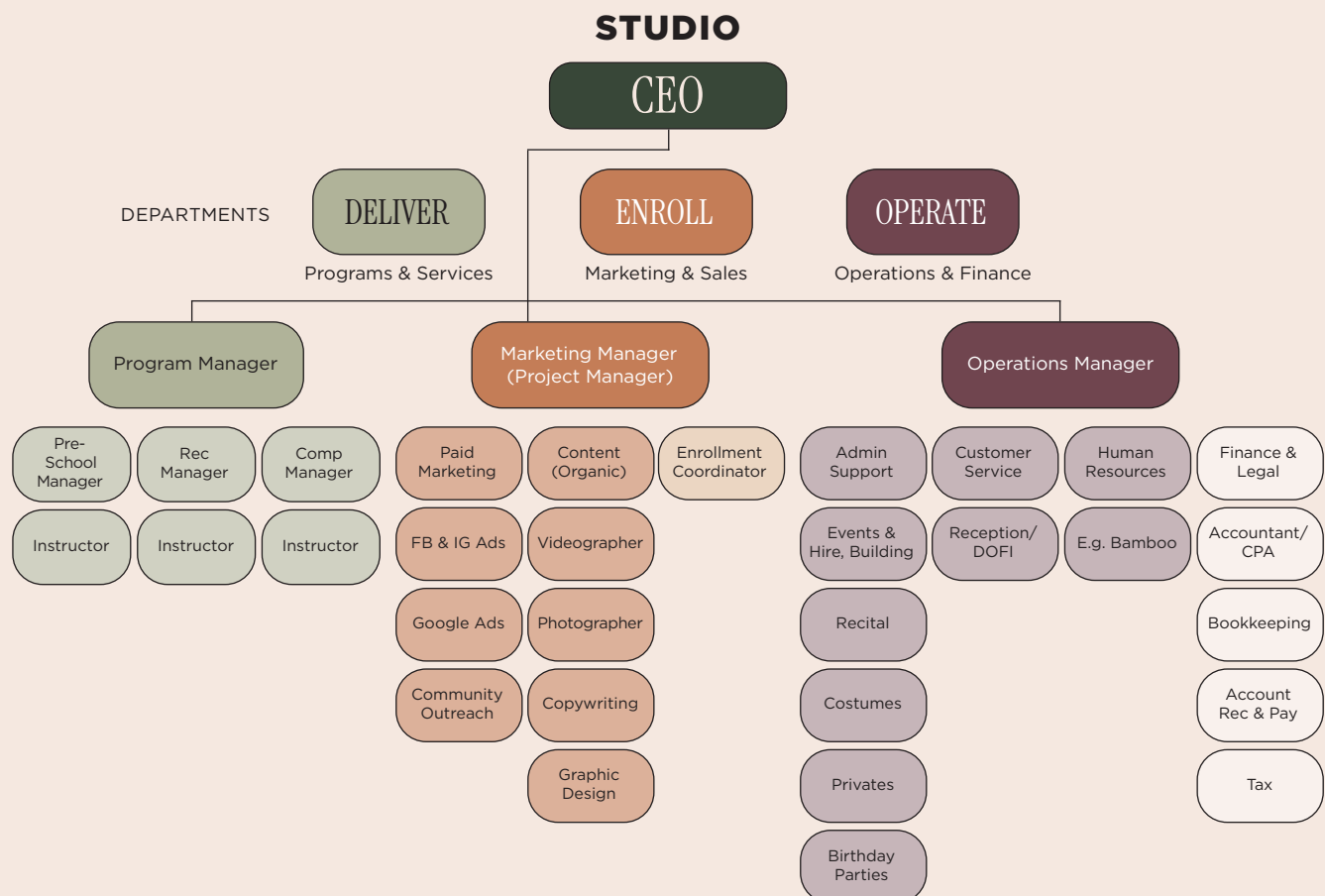
(Intentional Boss > Freedom CEO)

Structure: (Mirrors a department-based org chart)

- **CEO** – focused on innovation, strategy, and high-level relationships
- **Department Leads:**
 - **Deliver:** Program Manager + Specialty Leads (Preschool, Rec, Comp)
 - **Enroll:** Marketing Manager + full creative/enrollment support
 - **Operate:** Operations Manager + Admin, HR, Finance, Customer Service, Recital
- **Specialist Roles in Place** – all with KPIs, dashboards, and clear meeting cadences

Key Traits:

- True time leverage
- Team drives growth—not the CEO
- You could take a month off... and it still runs





DELIVER – Programs & Sales

- Program Manager
- Pre-School Manager
- Rec Manager
- Comp Manager
- Instructors (multiple, by program type)

ENROLL – Marketing & Services

MANAGED BY: MARKETING MANAGER (PROJECT MANAGING)

- Enrollment Coordinator
- Paid Marketing
- Content (Organic)
- FB & IG Ads
- Google Ads
- Community Outreach
- Videographer
- Photographer
- Copywriting
- Graphic Design

OPERATE – Operations & Finance

MANAGED BY: OPERATIONS MANAGER

OPERATIONS:

- Admin Support
- Events & Hire / Building
- Customer Service
- Reception / DOFI (Director of First Impressions)
- Recital
- Costumes
- Privates
- Birthday Parties
- Human Resources (e.g., BambooHR platform or role)

FINANCE & LEGAL:

- Finance & Legal Oversight
- Accountant / CPA
- Bookkeeping
- Accounts Receivable & Payable
- Tax Support

Responsibility Revealed Map

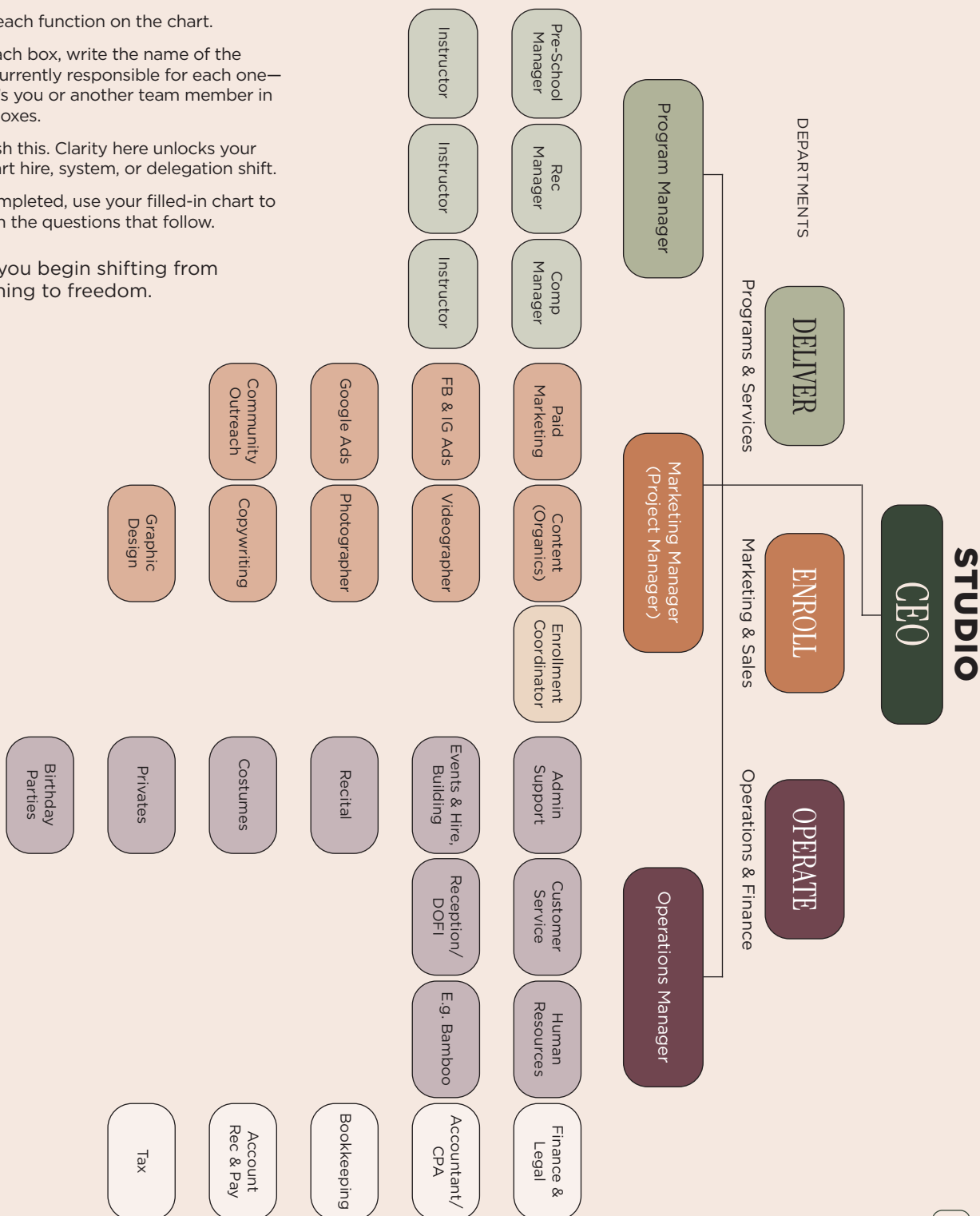
This isn't just an org chart—it's a map of where your team's energy (and yours) is really going.

Each box represents a *function* your business depends on. As you grow, each role may eventually be filled by a dedicated person. But in earlier seasons, multiple functions are often juggled by the same person—or by you.

Your job is to get clear on who's holding what.

1. Look at each function on the chart.
2. Below each box, write the name of the person currently responsible for each one—even if it's you or another team member in several boxes.
3. Don't rush this. Clarity here unlocks your next smart hire, system, or delegation shift.
4. Once completed, use your filled-in chart to reflect on the questions that follow.

This is how you begin shifting from overfunctioning to freedom.





Reflect & Share

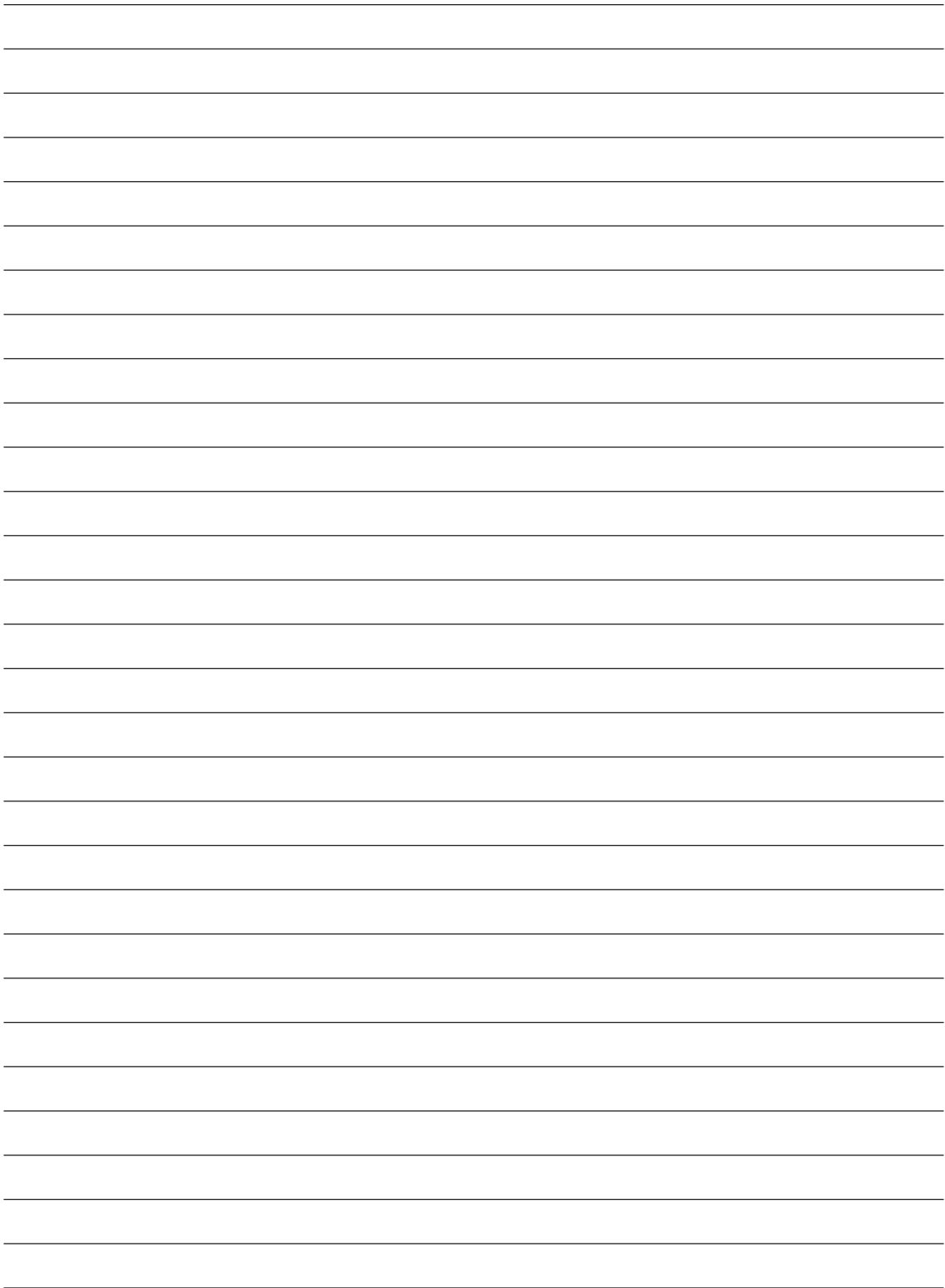
Who's holding the most weight?

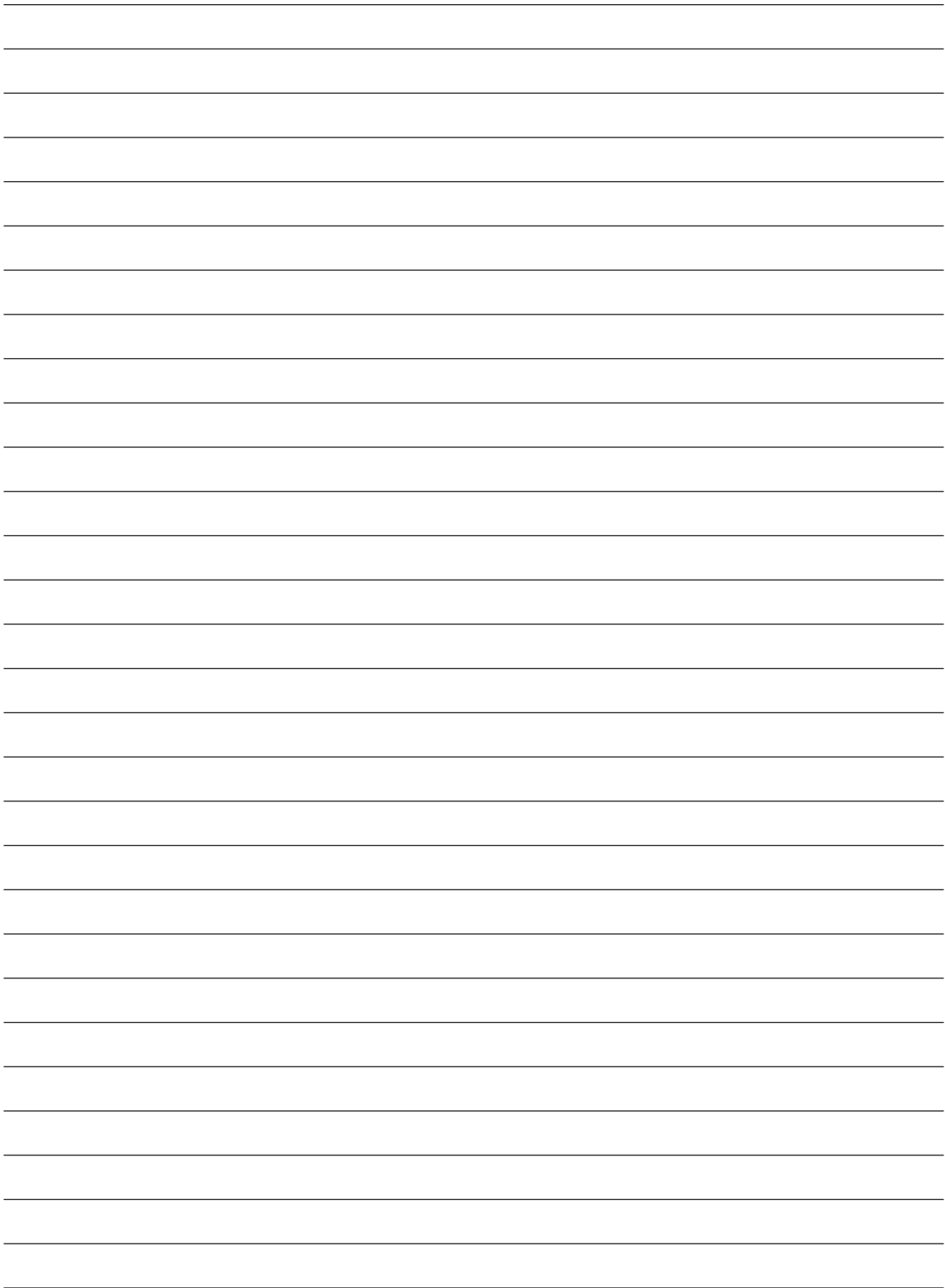
Who's on the verge of burnout? Is it your admin? Your teacher lead? Is it you?

What are the consequences of staying there?

How can you knock the first domino over to get a shift in responsibility?

**YOUR TEAM SHOULD BE GENERATING REVENUE OR
FREEING UP YOUR TIME SO YOU CAN.**





ANCHOR 3

Home Life





Anchor 3: Home Life

Your personal ecosystem — energy, values, and life outside the studio.

INSTRUCTIONS:

Circle the letter (A, B, C, or D) that most closely reflects where you are today. When you're finished, tally each letter below and **flip to the Results section** to discover the avatar that matches your responses.

At home, I feel:

- A. Grounded more consistently
- B. Disconnected and tired
- C. Peaceful, connected, and available
- D. Present sometimes, but it's inconsistent

I ask for help with household and family logistics:

- A. Yes, I've started building a village and it's helping
- B. Rarely — I do most of it
- C. Absolutely — I don't do it alone anymore
- D. I'm trying to outsource a little

My day-to-day reflects my core values:

- A. Mostly — I check in and course correct
- B. Not really
- C. Yes — I design my days around what matters
- D. Sometimes — when things slow down

HOW MANY OF EACH LETTER DO YOU HAVE?

A ____ B ____ C ____ D ____

The avatar I most closely align with in the Home Life Anchor is:

The way I spend time at home feels:

- A. More meaningful — even if imperfect
- B. Rushed and distracted
- C. Intentional, restorative, and joy-filled
- D. Split — I'm there but I'm thinking about work

My boundaries between work and home are:

- A. Improving
- B. Nonexistent
- C. Strong and respected
- D. Blurry

AVATAR TIERS:

Home Habits

Your energy, boundaries, and personal rhythms outside of work

“What if your home life was a reflection of your values—not your leftover energy?”

WORKAHOLIC WARRIOR 	Life Snapshot: Disconnected, reactive, burned out at home “Home? I crash there.” You’re living in reaction mode—fueled by urgency, held together by adrenaline, and stretched across everything and everyone. You might be holding a family together, or just barely holding yourself together. Either way, you rarely feel present. You fall into bed, not into rest. Meals are skipped, movement is rare, and your social life (if it exists) feels like another obligation. • You rarely ask for help, even when it’s offered. • Health and relationships are running on fumes. • There’s no real <i>off</i> switch—you’re always on. This is survival mode.
PAVEMENT POUNDER 	Life Snapshot: Attempting balance, but without clear boundaries or consistent, planned help “Trying to find my rhythm.” You’ve started asking different questions: What matters? What can change? You’ve begun to <i>try</i>—meal prepping, a walk here or there, saying no to one thing so you can say yes to yourself. Some days it works. Some days it doesn’t. You may still feel distracted or guilty at home, but you’re beginning to value rest and connection again. • You’ve started to share more responsibilities or ask for small support. • Personal values are in your awareness, but not fully integrated. • You have a few rituals that keep you grounded—but they aren’t yet habits. This is the transition out of survival mode.
INTENTIONAL BOSS 	Life Snapshot: Values-guided, open to support, beginning rhythm shifts “It’s a work in progress—but I’m here for it.” You’re designing your life with more care. You’ve established clearer boundaries, carved out space for people and things that matter, and you no longer treat burnout as a badge of honor. You still struggle with inconsistency or guilt, but you know what better looks like—and you’re doing the reps. • Boundaries are present, but require effort to maintain. • You’re learning to receive support at home, not just give it. • Self-care and social life are no longer an afterthought. This is the season of building resilience through intentional choices.
FREEDOM CEO 	Life Snapshot: Calm, connected, and supported by design—not by accident. Hire the help you need while maintaining your sanctuary and peace. “My life reflects my values—on purpose.” You’ve redefined what success looks like—and it includes your health, your joy, and the people you love. You’ve built systems, support, and rhythms that protect your energy and make rest sustainable. You say no with clarity, not guilt. Whether you’re parenting or solo, you’ve structured your life so that your business supports your humanity—not the other way around. • Your routines restore you, not just prepare you for more work. • Your calendar reflects your actual priorities—not just obligations. • You protect your energy as fiercely as your revenue. This is sustainability, joy, and leadership by example.

Rhythm Reset by Avatar

These rhythm resets are not about perfection — they're about alignment. Each set of shifts is designed to help you move from survival mode into a steadier, more values-led way of living. Wherever you are now, your next best step is enough.

WORKAHOLIC WARRIOR

Life Snapshot: Disconnected, reactive, and burned out at home.

What It Feels Like: You're constantly "on." When you're not working, you're crashing. Self-care is reactive (at best), and home life often feels chaotic or like another item on your to-do list.

Rhythm Reset Moves:

1. **Start tracking your energy** — note what drains vs. restores you.
2. **Pick one non-negotiable for your personal life** (sleep, meals, a walk, etc.) and protect it fiercely.
3. **Communicate with your household** — set a rhythm for check-ins or support needs.
4. **Block out white space** on your calendar even if it's 15 minutes — unstructured time is powerful.
5. **Create a "home reset" ritual** each week (laundry catch-up, grocery order, unplug night, etc.)

What the Shift Looks Like:

You stop crashing and start choosing. Instead of living in constant reactivity, you begin to protect small parts of your life that bring joy or peace. You create the first real pocket of sustainability.



PAVEMENT POUNDER

Life Snapshot: Attempting balance, but without clear boundaries or consistent, planned help.

What It Feels Like: You're making an effort—you're trying to slow down or take breaks—but it doesn't always work. You might have help, but it's ad hoc or unreliable. You still feel like you're holding it all.

Rhythm Reset Moves:

1. **Establish tech boundaries** (e.g., no emails after dinner, screen-free Sundays).
2. **Plan and calendar your rest** with the same care you plan work.
3. **Build your "home help team"** — partner, kids, roommate, paid support—name them and define roles.
4. **Audit your values vs. how you spend your time.** Where's the mismatch?
5. **Carve out one consistent personal rhythm** — workouts, date night, early bedtime, journaling.

What the Shift Looks Like:

You stop relying on hope and start using structure. Instead of "trying" to unplug or be present, your rhythms and support team make it possible. You're building a real boundary between work and home.



Rhythm Reset by Avatar



INTENTIONAL BOSS

Life Snapshot: Values-guided, open to support, and beginning to build real-life rhythm shifts.

What It Feels Like: You're more aware of what matters, and you're making space for it. Help is in place. You're managing the dance between work and life with more grace—even if it's still imperfect.

Rhythm Reset Moves:

1. **Upgrade your support** — this may mean a housekeeper, meal service, or deeper conversations with your partner or family.
2. **Design your week around your values** — not just your obligations.
3. **Practice a reset routine** weekly or monthly — review, reflect, realign.
4. **Track your inputs** (what you read, watch, consume)—curate what supports your best self.
5. **Build in buffer zones** — create space between work and home (e.g., walk, music, breathwork).

What the Shift Looks Like:

You're no longer just surviving the week. You're intentionally shaping your days. You're more present at home, and your energy doesn't flatline by Friday. Home life becomes a source of fuel, not friction.



FREEDOM CEO

Life Snapshot: Calm, connected, and supported by design—not by accident. Help is hired, rhythms are honored, and your personal life is not an afterthought—it's a foundation.

What It Feels Like: You have space to enjoy your life. You're deeply aligned with your values, and your home rhythms reflect that. Your energy is protected and replenished. You move through life with more peace.

Rhythm Reset Moves:

1. **Design a full seasonal rhythm** that blends personal and professional priorities.
2. **Hire and trust the help you need** — childcare, admin support, home help, wellness pros.
3. **Make spaciousness a KPI** — time, rest, joy are part of your success metrics.
4. **Integrate creative or joy-filled rituals** — cooking, painting, day trips, or music nights.
5. **Teach your family/team your rhythms** so they can support and align with them.

What the Shift Looks Like:

You've stopped making sacrifices that hurt your health or happiness. Instead, you've built a life that supports your leadership and longevity. You're rested, present, and rooted. And your business thrives because of it.



Home Life Activation Flow

These three exercises are designed to help you examine, reimagine, and reclaim your time and energy at home. Each one highlights a hidden drain—and gives you space to design something new.

ACTIVITY 1: INVISIBLE LABOR AUDIT

Prompt:

What am I doing at home that no one sees — but without it, everything would fall apart?

Instructions:

Use sticky notes to list out tasks or responsibilities under the following categories:

- **Physical** (laundry, cleaning, groceries)
- **Emotional** (soothing kids, remembering birthdays, staying positive)
- **Mental Load** (tracking appointments, remembering school events)
- **Decision Fatigue** (meal planning, scheduling, what's-for-dinner conversations)
- **Care-taking** (childcare, elder care, pet care)

Debrief Reflection:

What many of us are actually doing is unpaid, unacknowledged management.

What are you noticing as you list these responsibilities?

What's coming up for you as you work through this—sensations, emotions, thoughts, or feelings?

ACTIVITY 2: HOME CEO ORG CHART

Prompt:

If your home were a business, would you hire you for every role?

Instructions:

1. **Draw your current home org chart:** Who does what (include yourself, partner, kids, help, etc.)
2. **Draw your ideal home org chart:** What would it look like if it reflected your values, energy, and joy?
3. **Find one place** you're ready to hand off, share, or systemize. **Circle it.**

Current Org Chart:

Ideal Org Chart:

Reflection:

Where am I holding the role because I *can* — not because I *should*?

One thing I'm no longer willing to carry alone is:



ACTIVITY 3: \$250-\$500 BUY BACK CHALLENGE

Prompt:

If I gave you \$250-\$500 a month right now to make your home life easier, more joyful, or more aligned with your values — how would you spend it?

Instructions:

Take a look at the sticky notes you created in activity #1. Then, consider the following:

1. List 3 areas of your home life that currently feel heavy, chaotic, or soul-sucking:

2. For each one, brainstorm a way to buy it back:

Cleaning help, meal prep, childcare, grocery delivery, therapy, solo retreat, etc.

3. Circle one option and write:

What it would cost per month:

The first step to action it:

Optional Table Share:

With \$250-\$500/month, I'm buying back _____

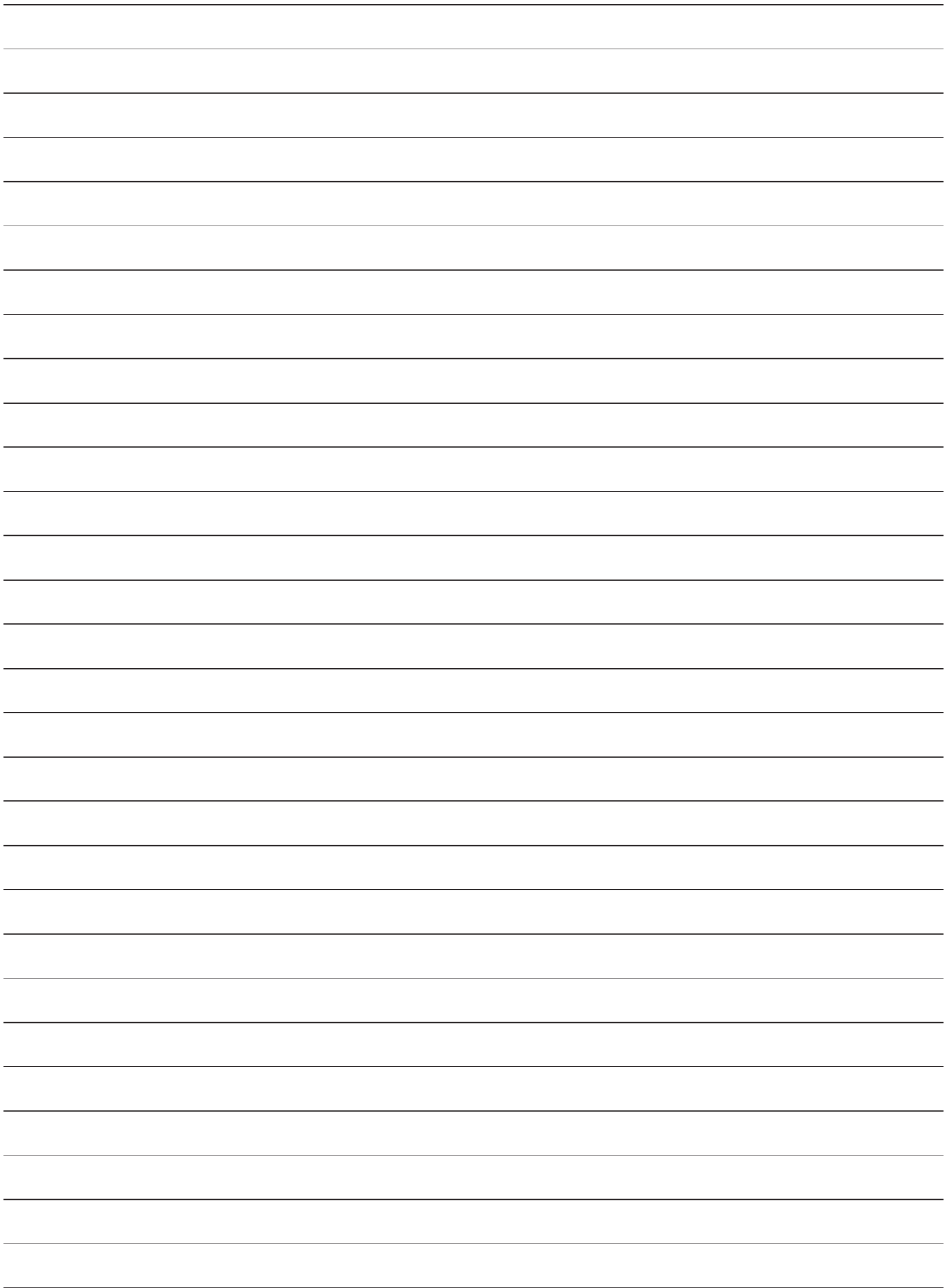
because _____

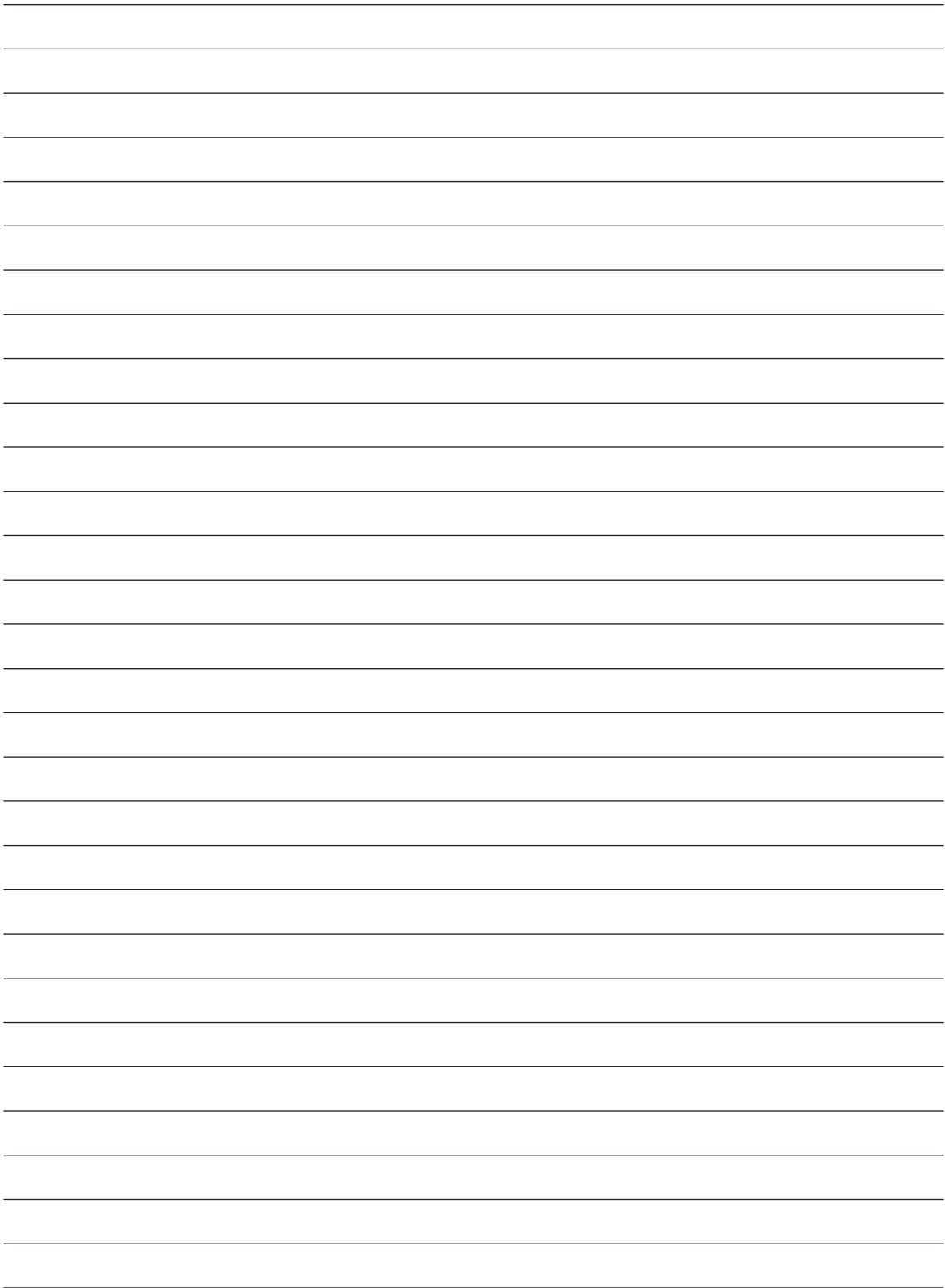
How it all Connects to the 10-Hour Workweek:

Time freedom - our Freedom CEO status - is about how you design the rest of your life to support your energy, clarity, and joy.

- Invisible labor = hidden time suck
- Poor delegation at home = burnout waiting to happen
- Buying back 5 hours/week at home = reduce overall burnout and increase overall happiness

MY NEW STANDARD AT HOME IS:





ANCHOR 4

Emotions





Anchor 4: Emotions

How you feel, how you express it, and how it affects your leadership and life.

INSTRUCTIONS:

Circle the letter (A, B, C, or D) that most closely reflects where you are today. When you're finished, tally each letter below and **flip to the Results section** to discover the avatar that matches your responses.

I feel calm and in control of my emotions:

- A. Most days, I have a handle on it
- B. Sometimes — but it's hard
- C. Almost never
- D. I've cultivated real peace, even in chaos

When I feel overwhelmed:

- A. I use tools to reset and recharge
- B. I power through but feel drained
- C. I shut down or get reactive
- D. I pause, reset, and return from a place of strength

I prioritize emotional health like I do business goals:

- A. I've built in small habits to help
- B. I want to, but don't know how
- C. No — it's on the backburner
- D. My inner world is as dialed-in as my studio strategy

I recognize when I'm slipping into survival mode:

- A. I can usually catch it and make adjustments
- B. Sometimes, but I don't stop
- C. Not until it's too late
- D. I have built-in practices that keep me from going there

I feel about my emotional leadership (how I show up for others):

- A. Supportive and mostly clear-headed
- B. I try to show up but often fake it
- C. Reactive or inconsistent
- D. Grounded, honest, and inspiring

HOW MANY OF EACH LETTER DO YOU HAVE?

A ____ B ____ C ____ D ____

The avatar I most closely align with in the Emotions Anchor is:

AVATAR TIERS:

Emotional Habits

WORKAHOLIC WARRIOR 	<i>Emotional state: Overwhelmed, reactive, emotionally avoidant</i> You're running on empty and white-knuckling your way through the days. Emotions are either suppressed or explode without warning. You often dismiss your own feelings to stay in motion — but the cost is high: burnout, disconnection, and emotional isolation. You might think, "I don't have time to feel." But the truth is, you don't have time <i>not</i> to.
PAVEMENT POUNDER 	<i>Emotional state: Burdened, aware of burnout but under-resourced</i> You're aware that the current emotional load isn't sustainable — but you're still caught in the belief that you have to carry it alone. You try to "hold it together" for your team and family, often at the expense of your own emotional health. Support systems may be emerging, but they're not yet reliable or prioritized. Emotional needs feel like another item on your to-do list.
INTENTIONAL BOSS 	<i>Emotional state: Mindful, developing regulation and tools</i> You've started prioritizing emotional health with regular check-ins, healthy coping mechanisms, and sometimes professional support. You can recognize when you're slipping into reactive patterns and course-correct with growing confidence. You've begun separating your identity from your stress and are building emotional leadership into your personal and professional rhythms.
FREEDOM CEO 	<i>Emotional state: Regulated, responsive, and grounded</i> You lead from a place of grounded awareness. You've cultivated emotional habits that support clarity, care, and inner steadiness. You respond instead of react — and when you do get triggered, you reflect without judgment and redirect with intention. Emotional well-being is baked into your leadership style, home life, and personal identity. Things will not go perfectly (ever) and yet there is clarity and comfort in trusting your emotional state.

Emotional Mastery Path:

From Surviving to Leading

This path reflects how your emotional patterns evolve as you build tools, self-awareness, and resilience — not only for your well-being but for how you lead others.

WORKAHOLIC WARRIOR	Starting Point: You're in survival mode — often reactive, overwhelmed, or numb. Emotional health is not a priority because everything feels urgent. You suppress your feelings or power through, unsure how to reset without losing momentum. Shift: • Begin to <i>notice</i> your emotional state in real-time • Name what you're feeling without judgment • Allow safe space for expression (journaling, therapy, private reflection)
PAVEMENT POUNDER	Starting Point: You've become aware of your burnout patterns but don't feel resourced enough to change them. You might vent, or push through with gritted teeth. You're beginning to crave a better way — but don't yet have the systems or support to live it. Shift: • Build basic emotional hygiene habits (e.g., breathwork, walks, voice notes to a friend) • Identify a few go-to emotional allies or mentors • Set boundaries with draining relationships or environments
INTENTIONAL BOSS	Starting Point: You're gaining control of your emotional landscape. You reflect, course-correct, and use tools like coaching, journaling, or mindfulness to stay present. You're leading with more clarity — even if it's still a learning process. Shift: • Strengthen your emotional regulation toolbox (e.g., re-centering techniques) • Practice leadership aligned with values, not just reaction • Normalize repairing after rupture — with self and others
FREEDOM CEO	You lead from the inside out. You're emotionally steady in chaos, quick to reset, and anchored by clarity. You model self-awareness, compassion, and accountability — without getting stuck in over-processing. You know peace is your power.

How We Show Up:

Better Choices. Stronger Culture. Freer Leaders.

This game is designed to help us examine our instinctive emotional patterns and practice the kind of leadership we want to embody — in the studio, at home, and within ourselves.

HOW TO PLAY

1. Draw a Scenario Card.

Example: “Your partner says: ‘You’re always on your phone.’”

2. Round 1: Past Self Response

Each player shares or writes: “Here’s how I usually react...” .

3. Round 2: Future Self Response

Each player shares or writes: “Here’s how I want to lead instead...”.

Pull inspiration from the game, your leadership tools, or your workbook.

4. Optional: Add a Reflection Prompt Card

Example: “What belief about leadership do I need to let go of?”.

5. Debrief as a group

Vote (just for fun): Most relatable meltdown, best response, or biggest shift.



Debrief & Reflection

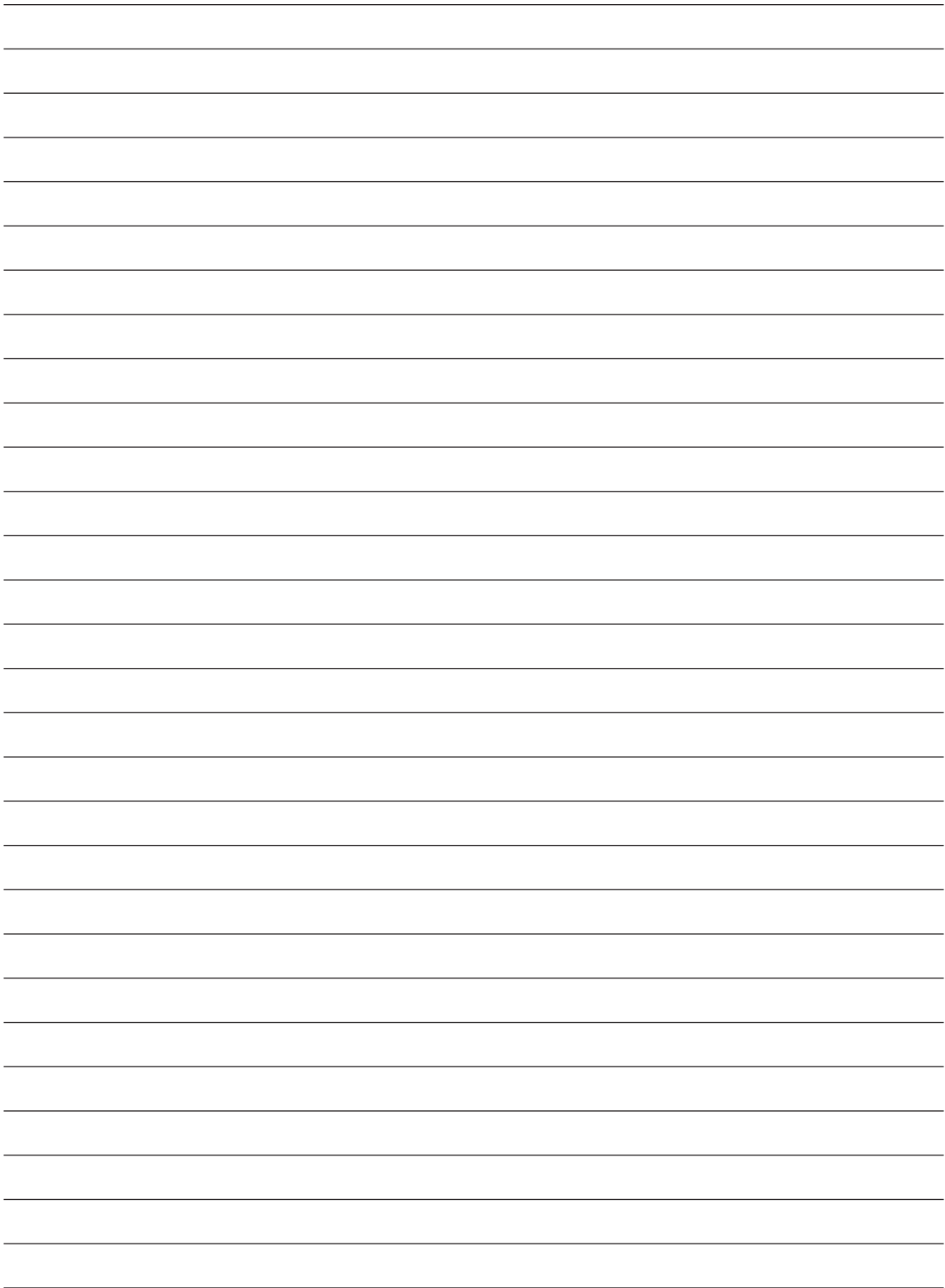
Take a few quiet minutes to reflect or discuss at your table:

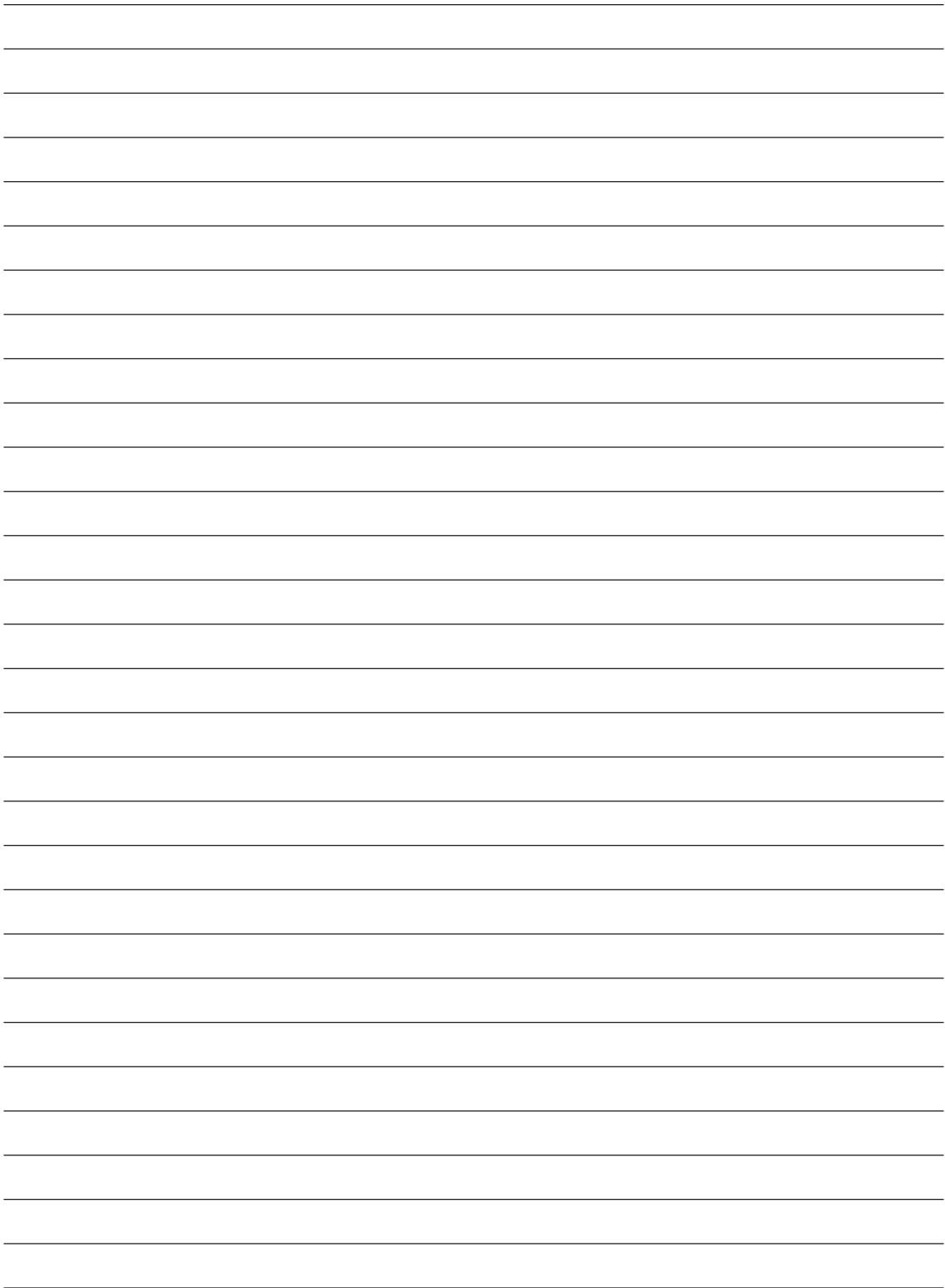
1. What surprised you about your own response?

(Was your instinct helpful, harmful, or somewhere in between?)

2. What's one emotion you're ready to stop performing your way through?

(Where are you faking it or powering through instead of feeling and resetting?)





ANCHOR 5

Support



Anchor 5: Support

Your people – mentors, personal support, and professional allies.

INSTRUCTIONS:

Circle the letter (A, B, C, or D) that most closely reflects where you are today. When you're finished, tally each letter below and **flip to the Results section** to discover the avatar that matches your responses.

My professional support system (coach, bookkeeper, etc.) is:

- A. Nonexistent
- B. Very limited — I DIY most things
- C. Growing — I've started building a team
- D. Solid — I rely on experts so I can stay in my lane

Personally, I feel supported by friends/family/partner:

- A. Not really — I often feel alone
- B. Somewhat — but I don't ask for much
- C. Yes — I've had conversations and built support
- D. Absolutely — I'm surrounded by people who get it

I know who to call when I need encouragement or advice:

- A. Not sure
- B. One or two people — I don't reach out much
- C. Yes — and I use them when needed
- D. Yes — I have a go-to circle and I lean on them often

I actively invest in personal or professional development:

- A. No, not at all
- B. Rarely — I don't have time
- C. Occasionally — I fit it in where I can
- D. Consistently — it's a priority

When I feel stuck, I...:

- A. Keep it to myself
- B. Vent but don't take action
- C. Ask for help from someone I trust
- D. Reach out and adjust based on guidance

HOW MANY OF EACH LETTER DO YOU HAVE?

A ____ B ____ C ____ D ____

The avatar I most closely align with in the Support Anchor is:

AVATAR TIERS:

Support Habits

WORKAHOLIC WARRIOR 	<i>Snapshot:</i> Doing it all alone; exhausted <i>Support Strategy:</i> Build a small but steady team of allies. Even one solid connection can shift your capacity. Start with your most draining task or most isolating moment.
PAVEMENT POUNDER 	<i>Snapshot:</i> Inconsistent help; unsure who to lean on or how to get the support you need <i>Support Strategy:</i> Assess what kind of support you truly need (emotional, logistical, visionary) and build from there. Let go of support that no longer aligns.
INTENTIONAL BOSS 	<i>Snapshot:</i> Getting clearer on roles + support gaps to support you (and your team and family) <i>Support Strategy:</i> Name the dream team. Hire experts where needed. Nurture mutual relationships. Make your support system part of your strategy.
FREEDOM CEO 	<i>Snapshot:</i> Intentionally surrounded by a curated support system <i>Support Strategy:</i> Protect your ecosystem. Prioritize time with your growth circle. Eliminate energy leaks. Use your team as leverage, not a backup plan.



Support Map

Create your Support Map in three Categories:

CATEGORY	WHO IS YOUR CURRENT SUPPORT?	BATTERY LEVEL (Full, Half, Empty)
BUSINESS		
EMOTIONAL		
LOGISTICAL		

CIRCLE

- One person to lean on more
- One place you need more support
- One draining relationship or habit to reset

REFLECTION

Who's on your emotional, operational, and visionary team?

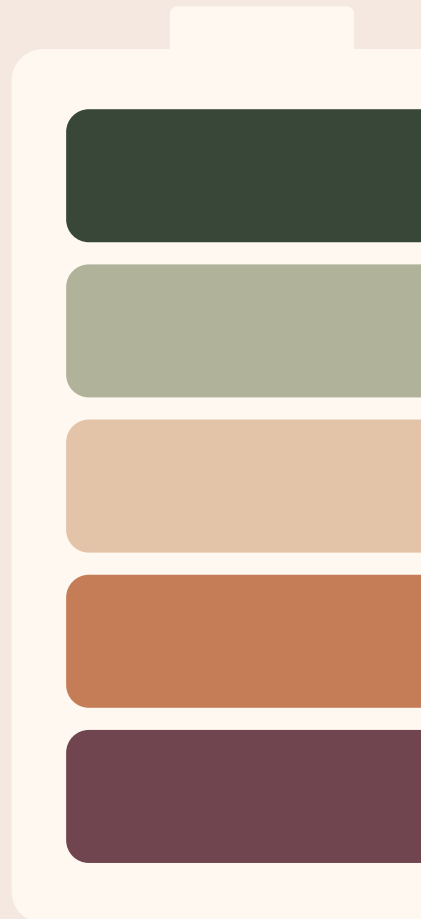
Who drains vs. fuels you? Who fills your cup?

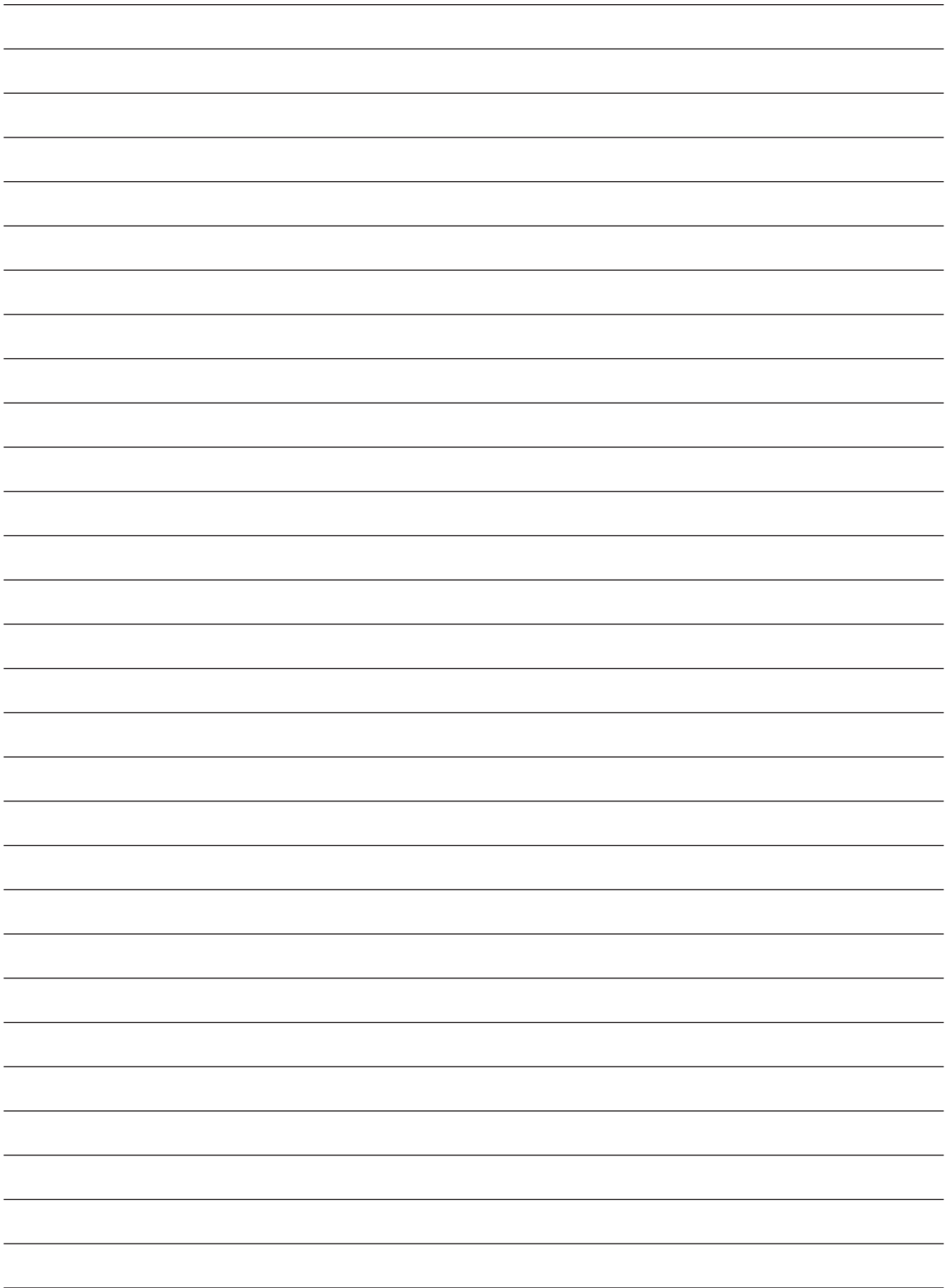
Where are you waiting to ask for help?

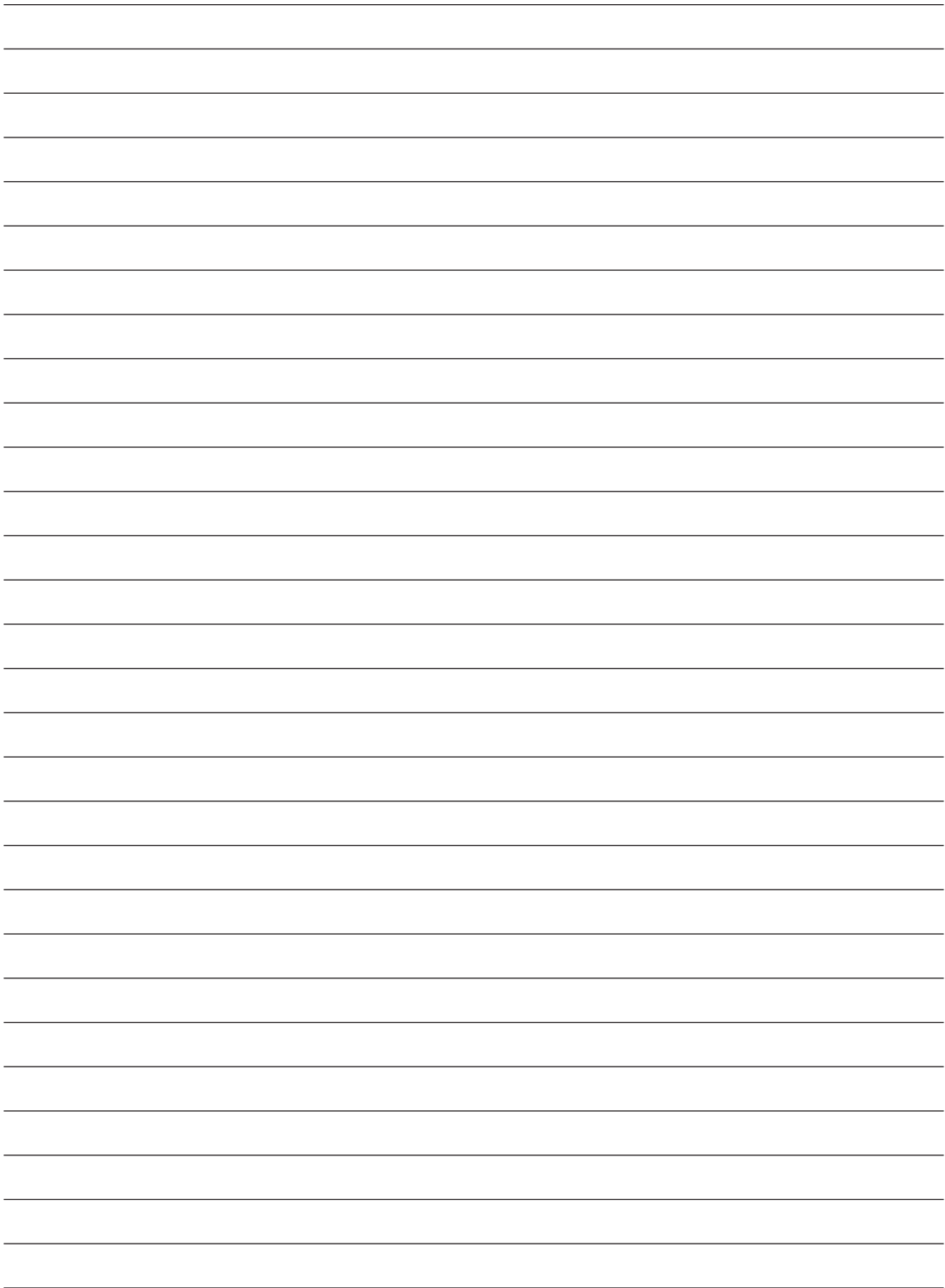
THOUGHTS

Support is a strategy, not a weakness. We cannot do it alone. Your pace, peace, and progress depend on who walks beside you.

Design your support system like your future depends on it — because it does.







ANCHOR 6

Time & Planning





Anchor 6: Time & Planning

How you manage, protect, and align your time with your priorities.

INSTRUCTIONS:

Circle the letter (A, B, C, or D) that most closely reflects where you are today. When you're finished, tally each letter below and **flip to the Results section** to discover the avatar that matches your responses.

Your calendar makes you feel:

- A. Owned and overwhelmed by it
- B. Stretched, but I can see the structure
- C. Purposeful — it mostly reflects my priorities
- D. Empowered — I lead my schedule, not the other way around

When it comes to planning ahead:

- A. I'm mostly reactive
- B. I plan a bit, but get derailed often
- C. I set goals and break them into doable chunks
- D. I calendar for my life first, then fit business around that

Your approach to time blocking is:

- A. I don't use it
- B. I've tried, but I struggle to stay consistent
- C. I have time blocks for core work/tasks
- D. My calendar has intentional white space and rhythm

When you think about long-term vision:

- A. I don't have space to think about that
- B. I have ideas but no clear roadmap
- C. I check in on my 1-3 year plan regularly
- D. I'm anchored by my 10-year vision and build backwards from there

When your day begins, you feel:

- A. Behind before I start
- B. Rushed, but hopeful
- C. Ready and mostly clear
- D. Grounded, focused, and spacious guidance

HOW MANY OF EACH LETTER DO YOU HAVE?

A ____ B ____ C ____ D ____

The avatar I most closely align with in the Time & Planning Anchor is:

AVATAR TIERS:

Time & Planning Anchor

Freedom Calendar Framework

How you manage, protect, and align your time with your priorities.

WORKAHOLIC WARRIOR 	Time Habits: • Constantly behind • No real system or planning strategy • Calendar feels chaotic or useless What This Looks Like: You're reactive, overbooked, and chasing tasks. Most days start with stress and end without a sense of progress. You're overwhelmed and disconnected from the bigger picture — there's no rhythm, just survival. Your Next Move: • Start using one centralized calendar — even just to see your time • Add one recurring weekly planning check-in • Identify one area to time-block: admin, calls, or breaks
PAVEMENT POUNDER 	Time Habits: • Has a planner or digital calendar • Attempts structure but can't maintain consistency • Often gets derailed or double-booked What This Looks Like: You're trying — but your tools don't match your reality. You block time, but overcommit. Your days feel full but disconnected from true priorities. It's hard to say no, so you squeeze more in. Your Next Move: • Align weekly planning with your actual goals — not just urgent tasks • Start saying no to low-leverage requests • Protect 1-2 non-negotiable time blocks per week
INTENTIONAL BOSS 	Time Habits: • Time blocks in place for core work and planning • Weekly and monthly check-ins with yourself or your team • Learning to schedule based on energy and priority What This Looks Like: You've got structure — and you're learning to flex it. You build in time for thinking, resetting, and strategic work. You're more discerning about your commitments and gaining clarity on what really moves the needle. Your Next Move: • Build in white space between tasks • Protect visionary time each month • Experiment with scheduling around energy (not just availability)
FREEDOM CEO 	Time Habits: • Rhythmic weekly schedule • Energy-aligned calendar with built-in recovery • Time outside work is protected and consistent What This Looks Like: You own your calendar — it doesn't own you. Your schedule reflects your values, supports your energy, and protects space for life and leadership. You lead proactively, not reactively. Time is a tool, not a trap. Your Next Move: • Refine rhythms each season to match evolving goals • Delegate calendar ownership where possible • Continue building rest and creativity into the system



ACTIVITY 1:

Time Goals – Reclaiming Your Hours

HOW MANY HOURS A WEEK DO YOU WANT TO RECLAIM?

Right now, how many weekly work hours do you average?

Goal: By end of this year (2025), I want to work:

Vision: By the end of 2026, I want to work:

ACTIVITY 2:

Anchor Assessment – What Will Get You There?

Which anchors will help you reclaim that time?

Place a check in each box to indicate your focus by timeline:

ANCHOR	PULL NOW	FOCUS Q4 2025	FOCUS IN 2026
Finances			
Team			
Home Life			
Emotions			
Support			
Time & Planning			

Reflect: Which anchors feel most urgent to pull now?

Which ones are next-stage levers for sustainability and vision?



ACTIVITY 3:

Reverse Engineer a Project

Choose one current goal and use the reverse-engineering template below to create your own checkpoints:

PROJECT/GOAL NAME: _____

FINAL DUE DATE: _____

MILESTONE	DEADLINE	NOTES/DELEGATION
Final Completion		
Pre-Launch Review		
Systems in Place		
Draft 1 Complete		
Prep & Planning		

ACTIVITY 4:

Schedule Exercises Based on your Anchor Score

Time & Planning Anchor: Step 5 Activity Charts

This section guides you through specific activities based on your Anchor quiz results. Use the workspace under your level to reflect, plan, and take action.

If you got **MOSTLY A's > Workaholic Warrior**

Goal: Build basic structure and awareness.

Action: Create a Weekly Planner

DAY	TOP 3 TASKS	NOTES
Monday		
Tuesday		
Wednesday		
Thursday		
Friday		
Saturday		
Sunday		



Time Tracking: Track your time honestly for 3 days.

TIME	ACTIVITY	FEELING/REFLECTION

Challenge: CEO Time Block

Block one 20-minute slot this week for high-level planning. When will it be (day/time)?

What will you focus on during that time?

If you got MOSTLY B's > Pavement Pounder

Goal: Begin grouping and protecting time intentionally

Action: Create (at least) 2 Recurring Time Blocks

BLOCK NAME	DAY/TIME	PURPOSE

Task Batching: List 3 types of tasks you can batch together.

1. _____
2. _____
3. _____

Challenge: Visionary Hour

Choose 1 hour this week for creative or big-picture thinking. When will it be (day/time)?

What will you explore or dream about?



If you got MOSTLY C's > Intentional Boss

Goal: Protect white space and plan with energy.

Action: Schedule Around Energy

TIME OF DAY	BEST FOR	SCHEDULE TWEAKS TO MAKE
Morning		
Midday		
Afternoon		
Evening		

Challenge: White Space Boundaries

Try one of the following:

- No-meeting day each week
- Earlier work cutoff
- Planned mid-week reset

Which will you try?

When will you start?

If you got MOSTLY D's > Freedom CEO

Goal: Audit and refine what's already working.

Action: List your top 3 weekly rhythms (e.g. CEO Monday, Creative Fridays).

1. _____

2. _____

3. _____

For each, note: Is it still aligned? If not, what needs to change?

Challenge: Eliminate 1 Misaligned Obligation

What is the obligation?

Why are you releasing it?

What will you do with the reclaimed time?



REFLECTION PROMPT FOR ALL LEVELS:

What's one thing you can do this week to better protect your time and energy?

ACTIVITY 5:

Time Block Map

Use this format to create your time-blocked day or week. Start small and adjust as needed.

TIME	ACTIVITY/FOCUS
7:00 - 8:00am	
8:00 - 9:00am	
9:00 - 11:00am	
11:00 - 12:00pm	
12:00 - 1:00pm	
1:00 - 3:00pm	
3:00 - 5:00pm	
5:00 - 7:00pm	
7:00 - 9:00pm	

Advanced Goal:

Pick one specific area to protect and/or focus each day — admin, marketing, client delivery, safety net/overflow, rest, CEO time, 1 of our anchors.
These can become half-day or full-day themes.

ACTIVITY 6:

Week On One Page Planner

- Try the “Week on One Page” format: Top 3 priorities per day, daily anchor block, and a small joy/moment of rest.
- Color-code categories: Revenue, Admin, Team, Creative, Family, Rest
- Use Sunday or Monday to plan your rhythm for the week
- Ask yourself: “Does my calendar reflect my values — or just my obligations?”

WEEKLY RHYTHM SETUP (Complete before the week starts)

Planning Day: Sunday / Monday (Circle One)

Weekly Focus: _____

One thing I want more of: _____

One thing I want less of: _____

One value I want to lean into: _____

MONDAY

Top 3 Priorities:

1. _____ 2. _____ 3. _____

Daily Anchor Block: _____

Joy/Rest Moment: _____

TUESDAY

Top 3 Priorities:

1. _____ 2. _____ 3. _____

Daily Anchor Block: _____

Joy/Rest Moment: _____

WEDNESDAY

Top 3 Priorities:

1. _____ 2. _____ 3. _____

Daily Anchor Block: _____

Joy/Rest Moment: _____

THURSDAY

Top 3 Priorities:

1. _____ 2. _____ 3. _____

Daily Anchor Block: _____

Joy/Rest Moment: _____

FRIDAY

Top 3 Priorities:

1. _____ 2. _____ 3. _____

Daily Anchor Block: _____

Joy/Rest Moment: _____

SATURDAY

Top 3 Priorities:

1. _____ 2. _____ 3. _____

Daily Anchor Block: _____

Joy/Rest Moment: _____

SUNDAY

Top 3 Priorities:

1. _____ 2. _____ 3. _____

Daily Anchor Block: _____

Joy/Rest Moment: _____

REFLECTION:

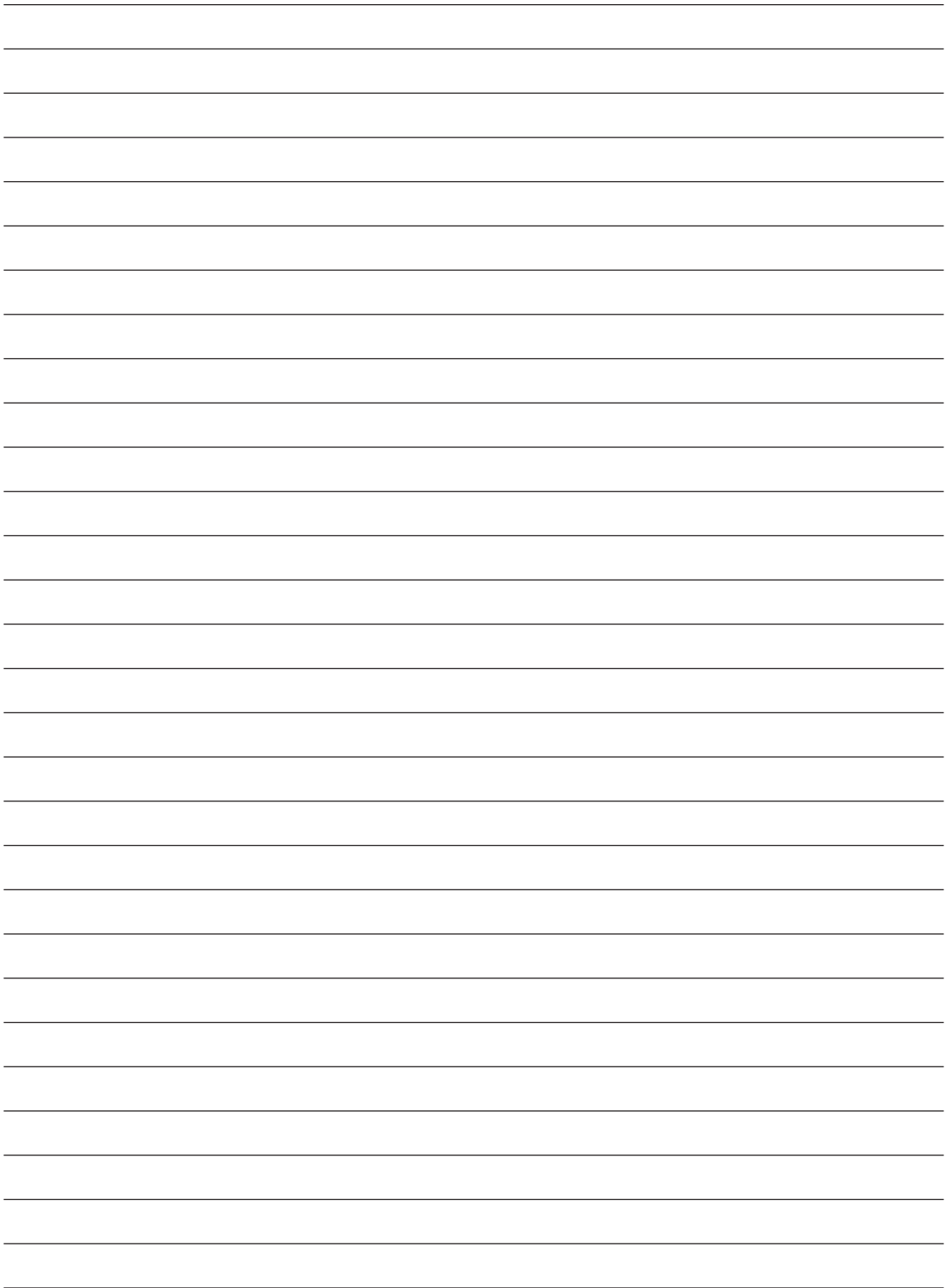
What drained me this week?

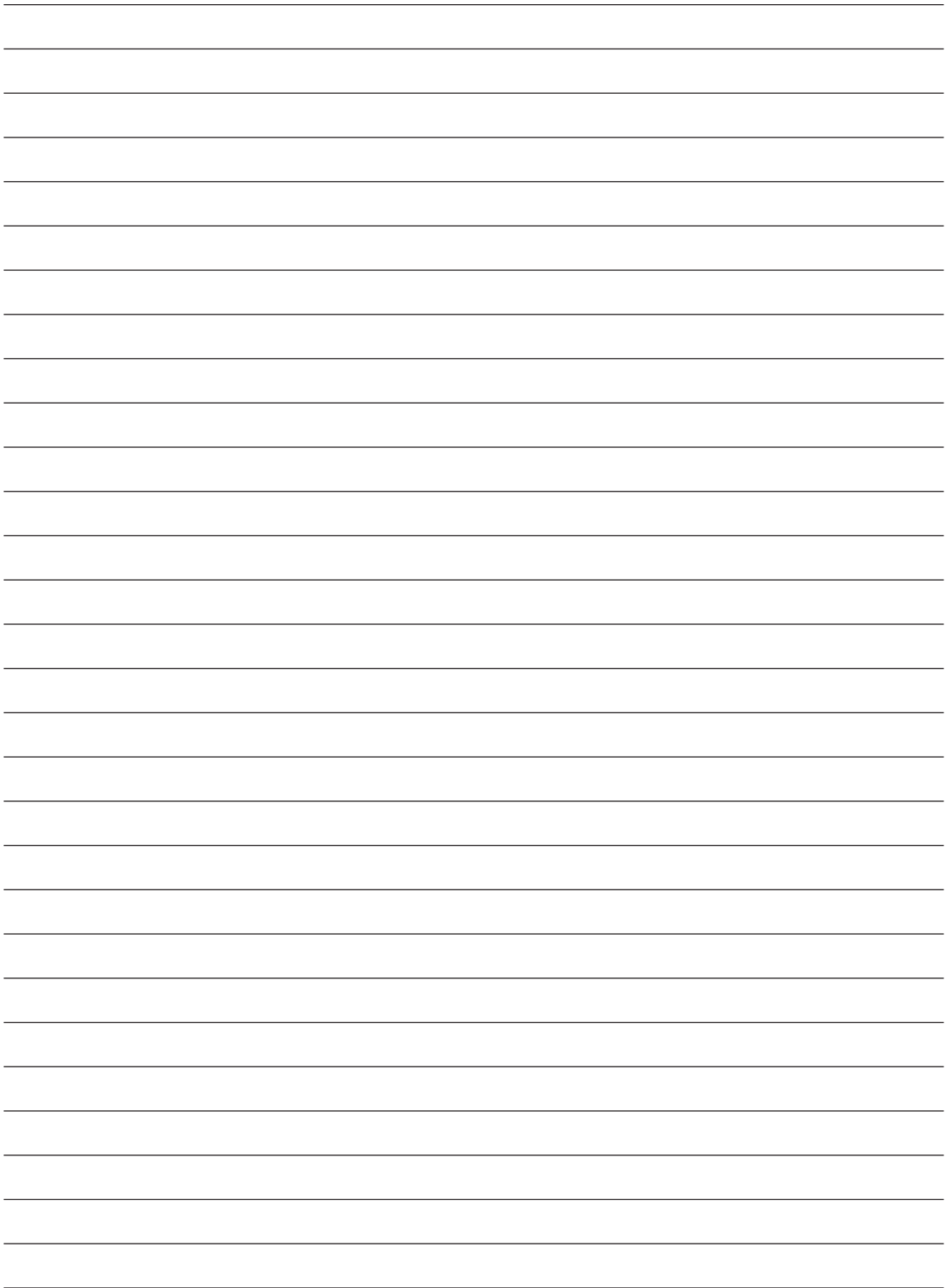
What fueled me this week?

What small adjustment would make next week smoother or more aligned?

“If you want to change your life, start by changing your calendar.”

What one change will you make to your calendar this week?







THE SIX ANCHORS:

Quiz Answer Key

Finance Anchor: Answer Key

- **Mostly A's > Workaholic Warrior**
You're surviving, not thriving. Financial clarity is murky, and systems are reactive or nonexistent.
- **Mostly B's > Pavement Pounder**
You're gaining awareness but still feel unsure. Some habits are forming, but financial leadership is inconsistent.
- **Mostly C's > Intentional Boss**
You're becoming proactive. You've laid a basic foundation and are making thoughtful progress.
- **Mostly D's > Freedom CEO**
You're strategic and future-focused. Finances are a tool—not a stressor—and support your larger vision.

Team Anchor: Answer Key

Count how many times you circled each letter:

- **Mostly A's > Freedom CEO**
You delegate with clarity and trust. Your team is aligned, systems are strong, and leadership is shared. You've built a support structure that empowers everyone—including yourself.
- **Mostly B's > Intentional Boss**
You're actively building the team and systems you need. Delegation is improving, and leadership is emerging. There's still room to grow, but the foundation is there.
- **Mostly C's > Pavement Pounder**
You're trying to lead, but it's still hard to let go. Your team may be unclear or underutilized, and many responsibilities still fall back on you.
- **Mostly D's > Workaholic Warrior**
You're doing most of it yourself. Delegation feels hard or nonexistent, and your team—if present—is still dependent on you. Burnout is likely if nothing shifts.

Home Life Anchor: Answer Key

Count how many times you circled each letter:

- **Mostly A's > Intentional Boss**
You're aware of the misalignment and actively working to shift it. You're showing up more, outsourcing where you can, and slowly building sustainable systems at home.
- **Mostly B's > Workaholic Warrior**
You're overextended and unsupported. Boundaries are blurred or nonexistent, and home often feels like just one more thing you're failing to show up for.
- **Mostly C's > Freedom CEO**
You've intentionally shaped your home life around what matters most. Boundaries are firm, support is in place, and your time at home feels restorative and real.
- **Mostly D's > Pavement Pounder**
You're moving in the right direction. Your home life has begun to reflect your values, but rhythms and boundaries aren't consistent yet. Support systems may be forming, but not solid.

Emotions Anchor: Answer Key

- **Mostly A's > Intentional Boss**
You've started cultivating emotional awareness and small but meaningful habits that support your well-being. You check in with yourself, course-correct when needed, and are learning to lead with more calm and clarity — even if it's not always perfect. You're developing tools that help you show up for others in a more centered way.
- **Mostly B's > Pavement Pounder**
You're running hard, likely feeling exhausted and emotionally stretched thin. You may be faking it to get through the day — powering through instead of pausing to reset. You want to feel more grounded, but consistent emotional regulation still feels out of reach. Your inner world takes a back seat to the demands of everything else.
- **Mostly C's > Workaholic Warrior**
Your emotions are largely unacknowledged, suppressed, or dismissed — often until they erupt or cause burnout. You may feel reactive, inconsistent, or stuck in survival mode. Emotional health is rarely prioritized, and that neglect is taking a toll on how you feel and how you lead.
- **Mostly D's > Freedom CEO**
You lead from the inside out. You've built practices that support your nervous system, mental clarity, and emotional resilience. You know how to reset when needed and stay grounded in chaos. Emotional intelligence isn't just a concept — it's something you live and lead with daily. Your peace is practiced, not accidental.

Support Anchor: Answer Key

Count how many times you circled each letter:

- **Mostly A's > Workaholic Warrior**
You're carrying too much alone — often out of habit, fear, or lack of time to find support. Both personal and professional networks are thin or nonexistent, and you're used to operating in isolation.
- **Mostly B's > Pavement Pounder**
You've taken small steps toward support, but it's still limited or inconsistent. You may vent to others but rarely take action to change things. The desire for connection is there, but the systems aren't solid yet.
- **Mostly C's > Intentional Boss**
You've begun to actively build your village — hiring, asking for help, and investing in relationships that make life and business easier. You're still refining what support looks like, but you're on your way.
- **Mostly D's > Freedom CEO**
You're deeply supported and unafraid to rely on others. You have personal and professional allies in place, and you know who to call, when, and why. You've stopped wearing the cape — and built a circle that makes your success sustainable.

Time & Planning Anchor: Answer Key

- **Mostly A's > Workaholic Warrior**
You're stuck in reactive mode, always catching up but never getting ahead. Your calendar runs you, and long-term planning feels like a luxury you don't have time for. It's time to stop letting urgency lead the way.
- **Mostly B's > Pavement Pounder**
You're trying to find structure, but the demands of the day-to-day keep you scrambling. You might have moments of clarity, but rhythms and systems still feel fragile. Vision and alignment are there — but inconsistent.
- **Mostly C's > Intentional Boss**
You're doing well with planning and protection, carving out space for the things that matter. You've built some habits to align time with values — and you're learning how to hold those boundaries more firmly.
- **Mostly D's > Freedom CEO**
You lead your time with clarity and confidence. Vision drives your calendar, and your days have room to breathe. Planning is proactive, aligned, and in service of the life you're building — not just the work you're doing.

THE 10 Hour
Workweek
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