THE TRIBE TOOL

Your "Tribes" are your communities. They are the individuals, groups and communities that mean the most to you. These are also your greatest to make an impact. The Tribe plan exercise will help you consider the tribes you value most.

When you take a minute to consider, you will likely realize you have various sources and groups that represent "community" in your life. Prior to the pandemic, people were more community-oriented than they are now. The pandemic has served to force isolation, accelerate the work-from-home model and the general acceptance of video meetings as a standard way of life. These things are not entirely bad, but they have brought about some unintended consequences after being incorporated into every element of our society.

If you are following (or are at least conscious of what is happening in) the world of artificial intelligence, it's safe to say that the emergence of AI and increased use of social media will irrevocably impact human culture going forward. This has shown us that genuine, in-person, face-to-face "community" is often harder and harder for people to find.

Based on where you are in your life and career trajectory, I'm hoping you're fortunate to have strong - and multiple - points of community available to you. The objective here is to think through what parts of your community you are going to choose to focus on in this next season.

When I recently moved 90 minutes away to a new city, I was caught off guard by how significantly the loss of certain elements of community impacted me. Whether you find community in your family, friends, gym, country club, faith community or other, the most important fact to reckon with now is that after exiting your company, you can be sure it will no longer be found at that location. That's harder for some to deal with than others, but it brings challenges for everyone - no matter who you are.

Ideally, the process of thinking through your talents in the prior section, along with where and how you would like to exercise those, may have shed some early light on this Tribe question. Use those realizations as filters to help you identify - by name - which parts of your life are a community that you would like to impact.

Questions to consider first:

How is your life about to change vis-a-vis your relationship to community? Will anything stay the same?

Where can you find people with common values? What is a community with whose goals and beliefs you identify?

What are the ideas you enjoy thinking and talking about, and the books you enjoy reading, and where can you find others who are interested in similar things?

What, for you, creates a sense of belonging? Where do you feel a sense of belonging?

In which ways is community like a business?

INSTRUCTIONS FOR EXECUTING THE PROCESS

Put today's date in the lower right corner. When you revisit this thinking, it will be good to have context tied to where you were.

Begin by brainstorm and listing all the areas of community currently in your life.

Then, in the next column, ask yourself "why do I think of this group as part of my Tribe?"

Then ask yourself "what is my ideal relationship with this Tribe?" For example, I have a goal of getting to my gym three times per week at a certain time because I know there's a group of young entrepreneurs that work out then and I'm able to have fun discussions that I believe are having a positive impact on them as well.

Then, based on that ideal relationship, ask yourself "what are the actions I need to take to achieve that?"

VALUES GUIDE REFLECTION: Pause and build some connections between your core values and your tribes. Which tribes you listed create opportunity for your core values to shine through in your life? Which tribes hold you accountable to your core values? Which tribes make your core values feel effortless and easy to live out when you're around them?

Before you begin, here is some encouragement: if you look at the tool below and struggle to think of a variety of communities you'd like to impact, know that you are not alone. As I mentioned earlier, for some the pandemic completely eliminated any sense of community they had. If you find yourself struggling to create a list, turn the question around: to thrive in your life after you exit your company, what areas of community would you like to add to your life? Think about who your ideal Tribes would be and why. Maybe it's a new group of friends or fellow entrepreneurs, or maybe it's a new faith community or athletic club. In any case, spend some time thinking about what areas of your Tribe are missing and what might fill those gaps.