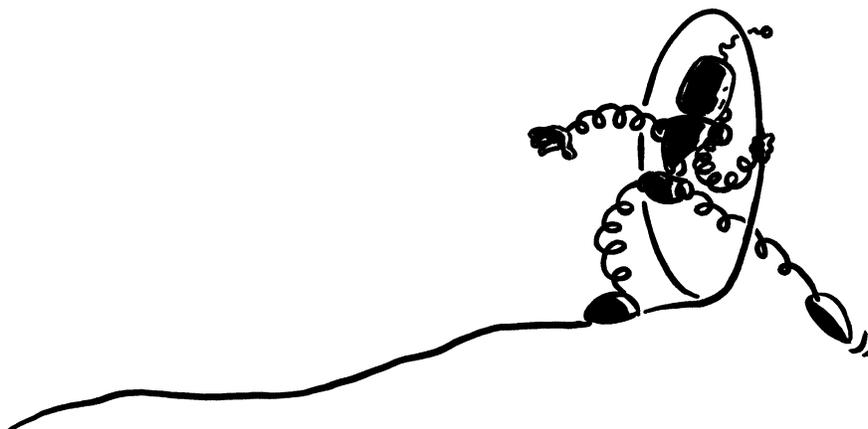
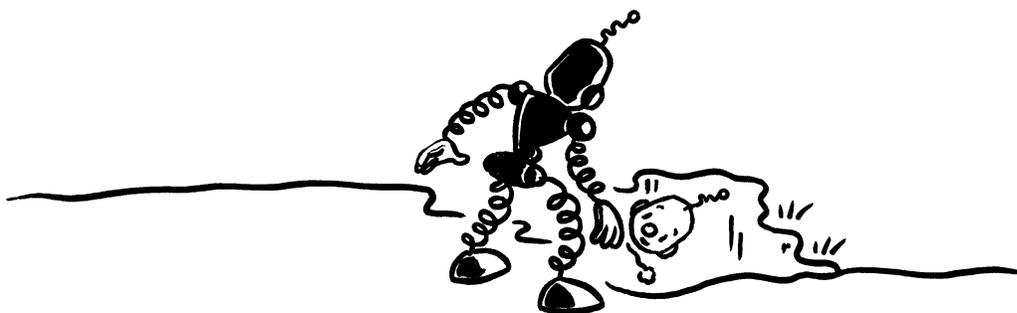


INWARD JOURNEY WORKBOOK



Based on
BRAVE WORK
by Michelle Tocher
and Anna Simon

Inward Journey Workbook

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For more information for to purchase *Brave Work*, please visit: www.michelletocher.com

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INTRODUCTION

“Beyond the confines of the visible world, the hero goes inward to be born again.”

—Joseph Campbell

The *Inward Journey Workbook* was created by Anna Simon and me so that you would be able to apply the concepts in our book, *Brave Work: The Hero’s Journey at Work* to your own life experience.

Through a series of exercises, you’ll be guided through a major change you have made in the past. You will move through what you experienced as you left the *status quo* and ventured into an unknown. As you name the stages of your journey, you’ll gain a lasting appreciation for what you’ve lived and learned.

We encourage you to make your way slowly through the *Workbook* and also to create a regular time for personal reflection. You may wish to reserve a special notebook for this purpose and give yourself permission to doodle and draw, even if you don’t think you can!

We are suggesting that you reflect on a previous transition because you will have a clear perspective on it, and it can provide you with valuable insights into your present experiences and choices.

You can do the workbook more than once and explore different adventures you have had in work and life. The more you stories you explore the more patterns you are likely to find.

Anna and I developed this material through numerous workshops with people who were going through major disruptions in their working lives. We have had the opportunity to witness many epiphanies and we hope you’ll have some of your own.

Our blessings to you on your journey!

Michelle Tocher



WARM UP EXERCISE: Picturing Words

EXERCISE: The purpose of this exercise is to loosen up your imagination and become aware of the pictures that come to mind when you think of certain ideas. (It's helpful to draw them out, even if they're just stick figures and doodles.)

When I think of what change looks like, the first picture I see is ...

When I think of a meaningful life experience, the first picture I see is....

Discuss: What are the strongest feelings and images that were invoked? Why?

REMEMBER THE STORY?

CONCEPT: Our ancestors understood that it takes great courage to go from the familiar into the unknown. All our defining stories come from that experience.

“The Robot’s Tale” is a modern mythic story that reflects the changes we’re going through at this time. It also contains an interior “map” of what happens when we set out into the unknown.

EXERCISE #1: Read the story slowly, absorbing every scene. What scene or image in the story makes the strongest impression on you? See it in your mind’s eye and notice the details. Describe the picture and/or doodle it. Why do you think this scene is important to you now?

EXERCISE #2: What is your own goal in going through this process? What would you like to be the outcome?

FINDING YOUR ADVENTURES (continued)

***	What I left behind	What I was seeking

EXERCISE: What the adventure that has the most interest to you now? (Make sure it is one you have completed.) Give it three stars. Consider: What made you choose this adventure?

MAPPING YOUR ADVENTURE

CONCEPT: In every adventure, we go through three stages. We leave something behind (DEPARTURE), we enter an unfamiliar place, (UNKNOWN) and we find something of value to self and others. (RETURN). As William Bridges noted, real transition involves going through the middle phase which involves extreme emptiness, uncertainty, false starts and failures. Only by going through the Unknown (which he calls the Neutral Zone) can we dissolve our old identity and re-form around a deeper, truer purpose.

EXERCISE: Look at the adventure you've chosen to explore. What would you name your DEPARTURE? What would you name your UNKNOWN? What would you name your RETURN? Draw a symbol of each one. Arrange or connect your symbols to make a map. What interesting features or patterns do you notice?

DEPARTURE: The Status Quo

CONCEPT: OGB's STATUS QUO was the warehouse. The metaphor of the warehouse expressed the known, routine, security of OGB's life before it changed. It also illustrates the industrial work pattern.

EXERCISE #1: Looking back on the adventure you have chosen to study, what was your STATUS QUO? Describe some of the routines and features of your STATUS QUO.

EXERCISE #2: Draw a symbol of your STATUS QUO, and give it a name. (ie. University, or Suburbia, or High School).

DEPARTURE: The Status Quo (continued)

CONCEPT: It's not always easy to make a break with the STATUS QUO. Remember John? (p. 46) He was very attached to his job and it wasn't just because of the income. His job gave him all sorts of things, including "a growth plan," "friends," etc. He had his whole life (and future) invested in his job, so it is no wonder that when it was cut, he felt that he had been killed. (Hence our metaphors "the axe," "fired," etc.)

EXERCISE: Consider your STATUS QUO. What were your attachments to it? List some of the things you got out of the experience. (ie. identity, status, friends, income, etc.) What was the hardest to let go?

DEPARTURE: The Change Event

CONCEPT: Joseph Campbell says there are two ways of getting into adventure. We choose it or we are thrust into it. When we choose it, we become aware of our unhappiness and we ultimately precipitate a change. When the adventure is thrust upon us, it's harder to move forward. We have find our position with the disruption, and make choices about how we wish to respond.

EXERCISE: Consider the events that changed your STATUS QUO. What were they? Did you feel that these events were under your control, or were they "thrust upon you"? How did you feel about the change?

DEPARTURE: The Herald

CONCEPT: The change event causes an upwelling of many different possibilities and options. OGB became aware of abilities that he had never developed, like his ability to converse with the other machines.

EXERCISE: As a result of the shake-up, what new abilities did you notice in yourself? What new opportunities arose? How did you feel about them?

DEPARTURE: The Crossroads

CONCEPT: Once OGB started to consider the possibility of moving out of the STATUS QUO, he had some decisions to make. He came to a CROSSROADS. He could either stay in the warehouse, he could leave, or he could remain in a holding pattern.

EXERCISE: Looking at your story, where was your CROSSROADS? What were your options at the time? NAME them. Which one was REFUSAL, NEUTRAL, ACTIVE? DRAW out a road sign with your options on it.

THE THRESHOLD: Gatekeepers

CONCEPT: For OGB, there was a physical THRESHOLD between the STATUS QUO and the UNKNOWN—the warehouse door. The physical THRESHOLD marks a psychological boundary between those two states. At this boundary we typically find gatekeepers who resist our attempts to cross over. They have a role to play in strengthening our readiness and conviction.

When OGB was considering his venture, he met up with three types of GATEKEEPERS who were all trying to keep him in the STATUS QUO. One incited his FEAR: “Where do you think you’re going to get ideas of your own?” One incited his sense of DUTY: “Don’t go, I NEED you,” and another appealed to his desire for STATUS: “Robots are too valuable. They’ll find another position for you.” These forces of resistance are voices we meet inside and out.

EXERCISE #1: What was your wish when you entered the UNKNOWN? What was the resistance you faced? Was it Fear, Duty, or Status? Name your gatekeeper(s). Be specific. (ie. *Fear of Rejection*) What were the gatekeeper’s scripts?

THE THRESHOLD: Gatekeepers (continued)

EXERCISE #2: Which GATEKEEPER had the most power? Focus on it. What was its script? What sort of entity would it be? Name it. (ie. goblin, ogre, specter, etc.)

EXERCISE #3: Draw the GATEKEEPER. Have fun with it, exaggerate it as much as you want. (It doesn't matter if you "can't draw," what's important is that you get it out there.) Once you've drawn out your gatekeeper, you might want to let it speak. Even let it rant. As it speaks, you can decide what you do and do not believe.

THE THRESHOLD: Gatekeepers (continued)

EXERCISE #4: Looking back at your biggest GATEKEEPER, how did you get past it? What was your strategy?

EXERCISE #5: Where did you find the inner strength to go through the gatekeeper? How did you feel about it? Eg. Was it surprising?

MAGICAL AID

CONCEPT: Before or after deciding to go over the THRESHOLD, we often receive some unexpected aid. It can take many forms—as a challenge or test, or an affirmation of support.

EXERCISE: Did you have some unexpected help? Where did it come from?

THE UNKNOWN: Void

CONCEPT: Once we have taken that big step into the UNKNOWN, it is common to go through a mourning process as old relationships and habits break down. It's like being attached from behind by a bungee cord. The more you move forward, the tighter the cord gets. We have to let go of that attachment in order to be drawn into new experiences. Loss, mourning and bewilderment are all part of making a real change.

EXERCISE: When you entered the UNKNOWN, what was it like at first? What were some of the feelings you had in this in-between state? Do you remember the metaphors you used to describe your VOID? DRAW the image that comes to mind.

THE UNKNOWN: Vicinity of Interest

CONCEPT: The UNKNOWN is a place where our vision is clarified—where we come to understand what we are working on, and why. OGB wanted to be creative like human beings. So he made his way to the vicinity of his interest: human beings. There he could watch for signs of creativity and clarify what he wanted to do and what he didn't want to do. Knowing what we DON'T want can help us to clarify what we DO want.

EXERCISE #1: What were you seeking when you entered the UNKNOWN? What work did you want? What did you NOT want?

Exercise #2: What would you name the vicinity of your interest? Who were your allies in this vicinity? (Kindred spirits, resources, etc.)

THE UNKNOWN: The Pink Mansion

CONCEPT: When OGB entered the UNKNOWN, he acquired new experience, which led him to a recognition of what he wanted to do (draw). His discussion with Alison led him to formulate a goal and a plan for getting to his goal. He would go to the Pink Mansion and be turned into a drawing machine. Unfortunately, that would not fulfill his wish to become truly creative. It was a false hope.

EXERCISE: Looking back on your adventure, did you experience a “Pink Mansion?” What looked like it would fulfill your wish, but didn’t? Why wouldn’t it work?

THE UNKNOWN: Finding Purpose

CONCEPT: When OGB got swept down the waterfall, all his physical capacities and plans were shattered. It was terrible, but it wasn't until his false goal was shattered that he understood what his real purpose was. He wanted to be creative, but his creativity couldn't be found "out there." It was within him, intrinsic to his whole nature. He had it all along.

EXERCISE #1: When your false goal was shattered, what did you find that was even more essential? What had real meaning and value? Why?

EXERCISE #2: What, in a word or a phrase, was this journey for? DRAW a symbol of it.

EXERCISE #3: How does that purpose continue to be important to you now? Has it become modified? If so, how?

RETURN: Expression of Core Purpose

CONCEPT: When OGB realized “I AM a creator!” he realized that all along, his deep wish had been to be creative. Our core purpose is a way of being that is expressed in everything we do.

EXERCISE #1: Consider this question: *Who are you no matter what you do?* Then ask yourself, *Why?* (For example: “I am a gardener. Why? Because I help things grow.”)

EXERCISE #2: Consider some of the things you have done in your life. How have they expressed your core purpose?

RETURN: Connection with Others

CONCEPT: OGB was linked to many others who had the same wish to inspire creativity. Each of our purposes is connected to a larger work, a great work.

EXERCISE: What is the GREAT WORK to which you are connected? Who has done that work down through the ages? Who is doing it now?

RETURN: Enduring Gifts

CONCEPT: The solution OGB offered the community was a solution that enabled the machines to find their OWN creativity. His experience of creativity became their experience of creativity. He managed to preserve his vital, core purpose in the solution he offered to others.

EXERCISE: How are you expressing your core purpose in your current journey? What experiences do you find most satisfying or meaningful? Why?

COMING FULL CIRCLE

EXERCISE: Looking back at this journey, what did you survive? (Eg., “I survived being fired. I survived depression. I survived cold-calling.”) Just list things quickly and briefly. What would your badge of survival look like? What would be your symbol? Draw it or find a picture that expresses it. What would be the motto, (poem or song) that expresses what you’ve learned on this adventure? It’s your talisman. Keep it so you’ll never forget!