



CREATOR

People are drawn to your fresh outlook, your bold, expressive nature, & your ability to create something previously unimaginable.

A

Artistic
Bold
Creative
Curious
Cutting-Edge
Dramatic
Emotive
Expressive
Fresh
Illustrious
Imaginative
Innovative
Inspired
Nimble
Prolific
Thoughtful
Unique
Unthinkable



EXPLORER

People are drawn to your pioneering zest for life, your adventurous nature, & your resilience during any challenge.

B

Adaptable
Adventurous
Brave
Competitive
Courageous
Daring
Energetic
Entrepreneurial
Gritty
Gutsy
Out-of-the-box
Pioneering
Resilient
Resourceful
Spirited
Tenacious
Transforming
Valiant



DIRECTOR

People are drawn to your dynamic vision, your pursuit of ambitious goals, & your ability to motivate them to accomplish the impossible.

C

Ambitious
Audacious
Compelling
Confident
Constructive
Decisive
Diplomatic
Dynamic
Energizing
Enthusiastic
Motivating
Optimistic
Persistent
Positive
Prominent
Purposeful
Receptive
Unshaken



GUARDIAN

People are drawn to your care, concern, & sanguine spirit; they feel comfortable with you & comforted by you.

D

Approachable
Attentive
Authentic
Caring
Compassionate
Conscientious
Deliberative
Dependable
Discerning
Empathetic
Genuine
Graceful
Helpful
Hopeful
Inclusive
Loyal
Reassuring
Responsive



ANALYST

People are drawn to your ability to make sense of the world around them with your attention to detail & your ability to find the missing answers.

E

Accurate
Analytical
Composed
Deliberate
Detail-Oriented
Diligent
Exact
Informative
Judicious
Level-headed
Meticulous
Organized
Practical
Precise
Reasoned
Reliable
Sage
Steadfast



ROYAL

People are drawn to your classic & sophisticated disposition & your steady, stable approach to life.

F

Assured
Astute
Classic
Dignified
Discreet
Elegant
Epic
Forthright
Insightful
Monumental
Niche
Polished
Refined
Reputable
Splendid
Striking
Tactful
Tasteful

Verbs	Nouns		
Build	Accountability	Expertise	Problem-Solver
Champion	Accuracy	Goals	Problem-Solving
Communicate	Analysis	Growth	Relationships
Create	Attention to Detail	Guidance	Results
Deliver	Coaching	Ideas	Solutions
Develop	Collaboration	Impact	Sustainability
Inspire	Designs	Influence	Strategy
Make	Development	Innovation	Team-Building
Motivate	Direction	Investments	Thought Leadership
Offer	Energy	Judgement	Value
Provide	Engagement	Logistics	Vision
Showcase	Engineering	Operations	Writing
Supply			
Teach			

Take Out The Trash!

Michael Karlsrud

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“The loudest voice you will hear is the whisper in your ear.” The greatest barrier to accomplishing our wants, desires and goals in life lives between our ears. It’s “Head Trash.” Our trash collection starts very young in life, and over the years we become experts in hoarding thoughts, words and beliefs about ourselves that we shape our own narrative about who we are, and ultimately who we become. Our past is in the past, we should not give it so much power it condemns our future. It’s time to take out some trash.

1) Understanding the Genesis of Head Trash

Head trash is described as the thought patterns and emotional tendencies that hinder our ability to respond to issues in a productive, professional, and healthy way. These self-defeating feelings and thoughts leads us often into deeper trouble and keeps you stuck there. Depending on your level of responsibility or authority in your company, you can move your entire business in to the same cycle of “trash” and they can get stuck there as well.

- Based on Dr. Morris Massey’s work “What You Are Is Where You Were When,” there are three stages of our emotional and value development.
 - **The Imprint Period.** Ages 1-6. Up to the age of seven, we are like sponges, absorbing everything around us and accepting much of it as true, especially when it comes from our parents. The confusion and blind belief of this period can also lead to the early formation of trauma and other deep problems. The critical thing here is to learn a sense of right and wrong, good and bad. This is a human construction which we nevertheless often assume would exist even if we were not here (which is an indication of how deeply imprinted it has become).
 - **The Modeling Period.** Ages 7-13. Between the ages of eight and thirteen, we copy people, often our parents, but also other people. Rather than blind acceptance, we are trying on things like suit of clothes, to see how they feel. We may be much impressed with religion or our teachers. You may remember being particularly influenced by junior school teachers who seemed so knowledgeable—maybe even more so than your parents.
 - At 14-15, we become aware of family dynamics, money, government, success, failure, empathy. And, we begin to pay much attention to our surroundings; politics, economics, bigger picture societal issues.
 - We see ourselves being connected to a greater humanity.
 - We begin to develop and imprint our “philosophy of life.”

- **The Socialization Period.** Ages 13-21. Between 13 and 21, we are very largely influenced by our peers. As we develop as individuals and look for ways to get away from the earlier programming, we naturally turn to people who seem more like us. Other influences at these ages include the media, especially those parts which seem to resonate with the values of our peer groups.
- Think back to when they turned 14-15 and reflect on what was happening in their lives at that time.
 - Who was President, what did the country “feel like” at that time?
 - What was the employment status in your house? How did the relationship between employee/employer play out in your home?
 - Money. Did you struggle? Have enough? Happy?
 - Religion- what role did faith play in your household?
 - How were you treated as a 14 year-old? Describe your childhood.
- When one acknowledges the inputs in our lives at such a critical age, we can then trace how these inputs have impacted our decision making, tolerance for risk, our societal and spiritual beliefs, etc. Then, patterns emerge and self-limiting messaging begins in our heads.
- Each of us needs to DECIDE to deal with our head trash or not, understanding that if left unchecked it will often lead to paralyzing fear and keeping you from performing at a higher level personally and professionally.

2) Time to Write our Life’s Success Story

- a. Where you come from shapes your life story. And each of us is responsible for writing our own.
- b. Do you write with a Yes, and... approach or a Yes, but...
- c. From a group of adjectives provided in a hand out, each participant will select a grouping of three words that best describes them.
 - i. Based on their selection, they will identify into one of six groups; Creator, Explorer, Director, Guardian, Analyst, and Royal.
 - ii. From the list provided in the hand out, participants will select five adjectives from their group that best describes them more clearly.
 - iii. Then, they will narrow those five down to one that resonates with them most clearly.
- d. We will then begin to write our story by using the one word selected as our adjective of who we are, then we will at a verb before and a noun after to achieve a quick, verbal way of expressing who we are to one another.
- e. This is the first step in creating a positive image of who we are, not what we think we are.

3) 10 Actions We Can Take Today To Take Out Our Head Trash

- a. Take an honest look inside ourselves. What is going on in our head all day long? Do we spend too much time worrying about things we can't control? Is our head filled with issues such as:
 - i. Control
 - ii. Insecurity
 - iii. Arrogance
 - iv. Paranoia
 - v. Anger
 - vi. Fear
 - vii. Guilt
 - viii. It is estimated with have about 60,000 thoughts per day, are you building yourself up or tearing yourself down?
 - ix. If you are spending more than 40% of your time in fear of some kind, worry or anxiety, you have a lot of trash to take out!
- b. Change the Channel. Ruminating about things is destructive.
 - i. The most effective way to change the channel is get active. Do something.
 - ii. Are you playing the victim in your own story?
 - iii. Be committed to YOU and doing something about it.
 - iv. Once you take control of your own motivation, you take the trash out.
- c. Examine the Evidence. Are your thoughts actually true or exaggeratedly greatly negative?
 - i. Has much of what you thought about negatively actually come true? Did it become a self-fulfilling prophecy?
 - ii. Examine for a moment how bad things would be if all those thoughts were actually true!
- d. Face your Fears Head On- Lean into them. Once you can define Danger and Opportunity, you can navigate any crisis better.
- e. Keep it Positive, but Keep It Real.
 - i. Reframe our thoughts into "being in the process of becoming what I want to become."
- f. Visualization. Define an end-goal, and then step goals to achieve while becoming successful.
 - i. "I want to lose 20 pounds." If you focus on the 20, you will fail and frankly might not even start. If you focused on 7, 3 pound goals, you'll likely get there!
- g. Grow a Thick Skin. 99% of the time people aren't thinking about you. They are thinking about their own head trash! Stop giving them so much power.
 - i. Get off or limit social media. Keep it real.
- h. Who are you surrounded by? What are you reading? What are your daily inputs?
- i. Ask yourself what advice you would give a friend in the same position?
 - i. Would you take your own advice?

- j.** Balance self-improvement with self-acceptance.
 - i.** We are all on a journey to somewhere. It's not a perfect trip.
 - ii.** Accept that we are not perfect. Perfection is the enemy of progress.

The Quiggle Assessment

What is your Success Story?

1. Circle one group of adjectives below.

Bold
Creative
Imaginative

A

Adventurous
Pioneering
Courageous

B

Ambitious
Confident
Optimistic

C

Caring
Loyal
Empathetic

D

Analytical
Detail-
Oriented
Organized

E

Classic
Refined
Reputable

F

2. Write your Success Symbol in the box.

3. Write the 5 adjectives that represent you best as a leader on the lines below.

4. Write the 1 adjective that represents you as the best as a leader in the box.



5. Write your Success Story below using your favorite verb, adjective, and noun.

My name is _____, and I _____.

(your name) (verb) (adjective) (noun)

6. Use the remaining four adjectives to write your Success Story in its entirety.

