

## Free Trait Agreement

As Cambridge University Professor and Quiet Revolution Advisory Board Member Dr. Brian Little explains, we are born with certain personality traits (our “fixed traits”) and then develop others (our “free traits”). The introverted father at the party and the extroverted doctoral student in the library are both “exercising free traits” — the noble choice to act out of character and rise to the occasion.

What is the core that drives the stretch? We are driven out of our comfort zone by goals that cut to the core of our values and ideals. These are our “core personal projects.” They surface when times call for it, like when our families need extra care or when we are motivated to excel professionally.

Planning ahead for these core personal projects ensures you are able to fully tap into the power of your temperamental strengths and proactively address where you might need a little help to be your best self. Use the following prompts to prepare you for that next big stretch...and how to recuperate from it as well.

### THINK ABOUT A PERSONAL PROJECT

→ Why does this project matter to you? .....

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→ How will you leverage your strengths for a successful outcome? .....

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→ Do you need to stretch beyond your strengths? In what ways? .....

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→ What additional steps will you take (learning, practicing, asking for help) to be ready for this stretch? .....

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