

Dec 22 Thrivelihood Pathfinder Training: The Groundwork for Discerning Your Niche

Agenda:

- Introductions of folks who weren't on first call
- Any updates/amendments to our [learning/community agreements](#)
- Any logistics that need clearing up—
- Brief debrief about Solstice experiences and how this ties into niching
- Your audacious vision(s) for our regenerative future, and how this ties into your Thrivelihood

Homeplay for this week is highlighted in this color

Optional but suggested homeplay is in this color

Other random action items **are in bold**.

Introductions:

We welcomed Uma and DeeDee, and welcomed Kathy who is at work and getting ready to go to Haiti.

Learning/community agreements

Please see the proposed change at the bottom of the [learning/community agreements](#) and sign your name again if you are in agreement with them. If I don't see your name, I will check in with you, as we want to firm up this foundation for our work together.

Logistics:

Contact List: *If you'd like to be included on our [Contact List](#), please enter your information at your earliest convenience.*

Buddy calls

- **Please do your best to “date” as many Pathfinder folks as possible in the next few weeks!** Pursue folks that you want to connect with.
- On Sundays, I will pin on our Facebook group an invitation to share your best times to connect for a buddy call for the following week. **Please get into the rhythm of checking FB**

on Sunday/Monday to connect and schedule buddy calls. I will unpin the post later on Monday or on Tuesday.

- if you need a buddy to troubleshoot technology, please ask for support! FB is a good place for this.

The Password-Protected Pathfinder “Member Site”

- Is up and running!
- Note your username and password, and keep it handy.
- Use the “gateway” page to navigate to the materials for each call. At the bottom of the page, I will also have links to just the handouts and just the recordings so that you can find them without hunting through all of the trainings.

Note the time of our Dec 29 call—our first Accountability and Integration day! Check in for 45 minutes at 11am EST and again at 8:30pm EST. Jam on goals in between!

If you would like to share about your Solstice on Facebook, please do so!

Solstice debrief:

DISCLAIMER—we go deep! Karryn provides coaching services, which are not therapy, nor do they substitute for any form of mental health services. **By participating, you take full responsibility for your choices and actions, or lack of actions.**

If you at any time feel that this work is taking you too deep,
- take a break and do something uplifting that gets you present
- connect with your support network
- schedule an appointment with your mental health professional

(I am modeling due diligence to protect myself from risk, and encourage you to do so also in your Thrivelhoods. Part of this is having appropriate contracts... depending on the services you offer, you might be able to model yours after the one I will send out in the next few days).

Gratitude to the folks who shared deeply on the call!

When people share about their experience, we won't respond to their sharing. We will instead share from our own experience. This provides safety to be deeply authentic.

Jennifer Dauksha's “Thrivelhood Interview” helps us integrate cycles of reflection and manifestation into our lives. If you didn't listen to her interview yet, see the Thrivelhood Interviews link on the Pathfinder Gateway page. She now goes by Jennifer English Morgan so don't let that confuse you.

Cultivating our inner knowing: gremlins & our trusted guidance

For the Solstice, I purposely gave little structure because wanted you to rely on your own knowing.

- Did that inner voice speak up?
- Did you create time and space to listen to your inner knowing?
- If not, why? THIS IS THE WORK!

When we don't listen to our inner guidance... Usually it's because there's a flood of inner gremlins. We can understand the gremlins as our limbic brain, or our ego—which are focused on survival. They developed because of old hurts, their purpose is to keep us “safe” (by not being seen, by not sticking our neck out, etc)

When we step into our higher purpose, our “parts of self” keep us “protected” jump into the driver's seat and try to drive—they saved the day before, and they are here to do it again!

These are universal truths! Knowing that these are universal truths means: our struggles are not our “fault” or our “pathology”! We can be transparent about our struggles and by doing so; this takes us out of isolation, and allows others to speak of their struggles.

Knowing that this work is key for our Thrivelihood links our personal growth to our right livelihood and our service to the world. We re-member our wholeness.

A visualization that helps us get the gremlins in the back seat:

- Hand on your “heart” or “gut”—wherever connect with yourself and source
Breathing in and out through that place of power
- Visualize someone or someplace that your truly utterly purely love! Feel how much you love this!
- That love is an energy emanating from you, it is in you, you are filled with it, and your trusted guidance is at least that loving towards you (probably much more!).
- By connecting with your trusted guidance, you can create safety to explore your highest purpose. Also, you can bring love to your gremlins too.

We can design to stay in our highest functioning so that our true deep gifts can shine.

To do that, we design for obsolescence* for gremlins, AND design in new, more regenerative habits

DISSOLVE THE GREMLIN HABIT by building a new relationship with those “parts” of us that kept us safe.

* This is a play on words—“designing for obsolescence” is a way that capitalism creates a need to buy more products (like computers). Google the “Story of Stuff” if you want to learn more.

1. Create firm but loving boundaries. Stop struggling with them. Set a timer for 10 minutes and let them flow out onto paper. Create a ceremony for deep releasing.
 - a. Boundaries—
 - i. Gremlins journal or stickies—they get to live here!
 - ii. They get this much time, no more; they don't get to run our lives.
 - iii. The firm but loving boundary: "Thank you for your opinion, but my adult whole higher self is in charge."
Each time you tell this to your gremlin, you strengthen this muscle. You might need to do it many times per day, but it's worth it!
2. Support based on trust, transparency, vulnerability, mutual upliftment
 - a. Cultivate your support network
 - b. Get skilled support from professionals when necessary
3. New attitude:
 - a. Gratitude to them for their work in the past, and honoring the gremlins for their work that has kept us safe—they are seasoned veterans and we can honor them into retirement.
 - b. "Parts Dialog" to find out what the gremlins need to feel safe so they can stop trying to jump into the driver's seat.
 - i. Imagine your Gremlin as a beautiful young person 5 years old. They are struggling and need your help (and might not ask nicely). How can you respond from your adult place, with love and open curiosity wanting to help them?
SEE MORE INFO about Parts Dialog at the end of this document.
 - c. Reframe wounds as sources of power, or "hidden treasures" because they point to what you care deeply about. On your "What Can Be Released" section of the "What Can Be" document, you can journal on
 - i. What skills do I have due to my suffering?
 - ii. What do I / will I take a stand for?
 - iii. For whom do I take a stand?
 - d. Decide to get awake / Energy Audit:
 - i. Why am I not doing something I know I should do for my Thrivelihood? Not making time for the work?
 - ii. Why am I doing things I know I shouldn't do?—overscheduling, saying yes
 1. Keep track of your time for the next week (or a representative week) volunteer, passive leisure activities (TV=less satisfying but requires very little effort!), overfunctioning instead of getting help
 2. implement your "default NO" blame it on me!

DESIGN IN NEW, REGENERATIVE HABITS

In your other "What's Present/What Can Be" journal or section of your 3-ring binder where you are collecting all the beauty:

- **Create a daily practice of gratitude** Free writing about everything and anything you are grateful for. For 10 minutes, or even 5, or 2, but make time for this! OR Write down 3 good things from the last 24 hours.
 - Why? The “Happiness Advantage” book has data that shows that gratitude cultivates a more positive outlook, which causes more positive outcomes, optimists set more goals and put in more effort.
- Other supportive practices:
 - Affirmations—Write em up! Collage em and put em in your view!
 - Visualizations
- Other homeplay inspired by the “Happiness Advantage”
 - **Outside 20” daily** minimum no matter what.
 - **Have things to look forward to**

How this ties into niching



Your “Niche” is the combination of:

Your unique skills, attributes, experience, and perspective

The people you can uniquely serve

The specific problem you help them solve

Your unique, branded, marketable program

People want to work with someone who has dealt with similar problems and challenges!

My example:

The benefits to my clients: I can talk about gremlins and shame because I’ve dealt with them. I can show up, and invite you to show up as a whole human creating your Thrivelihood, not just from the neck up! How valuable is that to you? Am I reaching and supporting folks who might not be reached or supported by other entrepreneurial trainings?

The benefits to me: This work is what fuels me. Also, I serve women in permaculture because you already get the value of the personal work, and I don’t have to convince you about ecological or social regenerative design. I can do my best work with you, and support you through my programs to experience transformations.

You have to know something well to teach it well, to have credibility and integrity! You don’t have to be an expert, just a few steps ahead. You will also want to synthesize information and provide structure for folks to navigate...

My example... I’m just hitting my stride with business stuff. I have created the “Three Keys” and the structure of programs that work though, and have piloted them, gotten feedback and honed them. My struggles are fresh, and my “edge” is Radical Self Care, so I’m redoubling efforts on that.

You have other skills that also bolster your credibility—we will inventory those on Jan. 5

How your audacious vision(s) for our regenerative future ties into your Thrivelthood

Permies don't just want to fix problems, we want to design regenerative solutions!

Work on your "What Can Be" section of last week's handout. Why? Cultivating your audacious vision for our regenerative future will

- Help you see where your Thrivelthood fits in (it's the balance between our wounds and our highest vision where we find our right livelihood)
- Pull you forward when you are really struggling with your gremlins!
My story re a particularly challenging man who was my student early on—he fueled my vision for taking a stand for women in permaculture! Many years later, my support team and my vision helped me navigate having to deal with him again... That became a productive, growing edge that connected our teaching team and enabled us to better hold space for women in our course.

True Purpose—Tracking your Purpose

Journal your answers to the questions below from the True Purpose book by Tim Kelley.

Create grounded, centered time to reflect on these questions.

No censoring! Free writing—even if you think what comes out is ridiculous! Pay attention to the voices that don't want to be spoken, and stuff you don't want to admit!

What am I uniquely designed to do?

When are the times in your life* when you've felt:

- Most passionate?
- Most fulfilled?
- Your life has had the most meaning?
- Most aligned?
- Ease, flow, synchronicity & serendipity?

For each question, note: How were you Feeling? Being? What were you Doing? With Whom?

** It is suggested that you don't use births, death, weddings or being in nature for your answers to these questions, as they might not give you information about your purpose.*

"If I had one year to live, I would..."

"At a ripe old age, on my deathbed, loved ones gathering around. I am totally satisfied and fulfilled." *Why? What are you proud of? What have you been doing and feeling?*

"Imagine you have won the lottery and all of your financial needs are handled. You spend a year traveling, buying [whatever you want/need], having fun, etc. and then get bored and

decide to do something meaningful with your newfound freedom and resources. What do you do?"

If you have done a significant amount of therapy, personal growth, etc that "directly addressed your childhood emotional wounds and your psychological development", then you might want to journal your answers to this question:

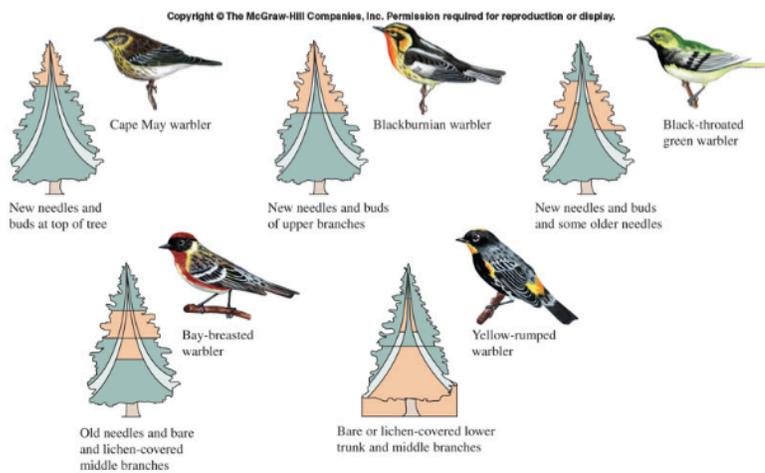
"Imagine all the issues and wounds from your childhood were chosen deliberately by your own soul in order to develop and hone you. How have your psychological issues trained and developed you? What skills or gifts have you received or learned from them?"

NICHES!

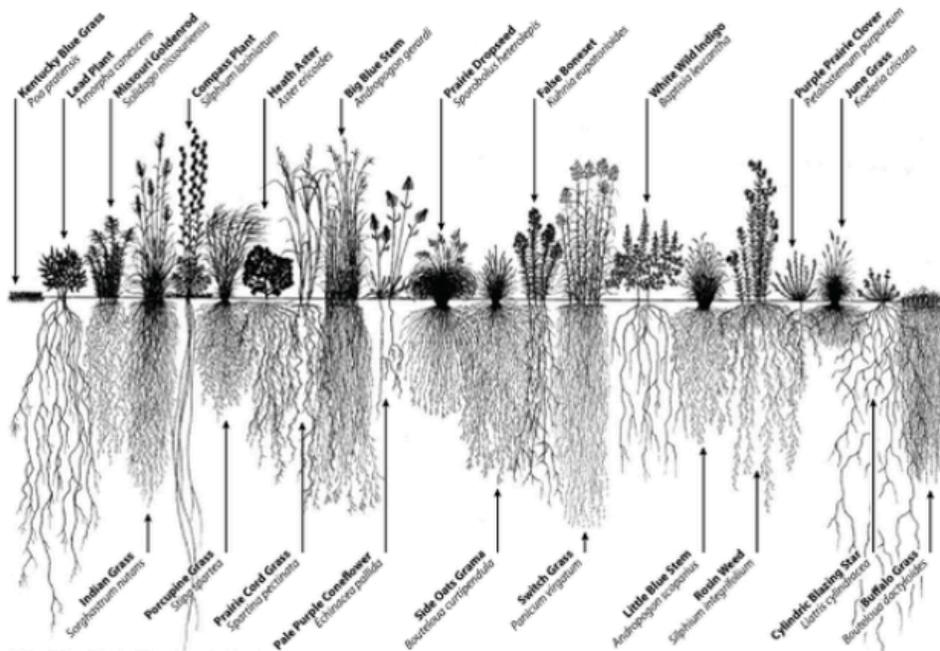
Inspiration about niches from ecological systems: there are many niches beyond "permaculture teacher" or "designer!" We don't have to compete, we can synergize!

NICHES

Resource Partitioning to Reduce Competition



Mutual Support Guilds



The Eco-Feminist Multi-Cultural Value Chain (EFMCV) for Permaculture

Create new cultural practices, services, and products in permaculture to meet the needs of

- women, families, and people of color
- and value our wonderful, diverse ways of being in the world.
- Revalorizes the caring, relationship building, and process-oriented work.
- Values personal reflection and transformation as central to reconfiguring oppressive social patterns and finding new systemic solutions that allow all to thrive

Do you see niches that are unfilled in permaculture? If you have access to Google docs, share **your insights into problems that should be addressed and possible solutions at [this link](#).**

Be inspired by niches that can be filled. Which are super juicy for you?

Thrivelihood as Leadership

A story from [Dee Hock](#), a business guru who is now an expert on [chaordic organizations](#)

“At one time I got interested in trying to understand how great leaders created enormous social change—take Christ, take Muhammad, Gandhi, Mother Teresa, Joan of Arc, Martin Luther King, Jr. When you look back at their history, almost without exception they were nobodies. Nobody! Gandhi was just a mediocre attorney who got thrown off a train into the dust by the British because he was Indian. Mother Teresa—just an ordinary nun. And so I studied—what made their ideas so compelling? Their ideas weren't that unique. In fact, they

were often pretty traditional. Why, then, did their articulation of their beliefs have such profound effect? What I discovered was something that I think is almost universally true. They really examined what was happening around them, and examined all the existing institutions, and saw with clearer vision. They didn't delude themselves about it. Furthermore, they had the capacity to project themselves into the future and deal with the four aspects that I think are essential to understanding anything: how things were (history), how they are today, how they might become or where they're heading, and how they ought to be. They had the capacity to take that larger question of "how things ought to be" into the future and decide how they ought to be.

Now, the interesting thing is that almost without exception, they didn't start by preaching it. They started by living as though it were already true. They profoundly changed their way of living and said, "I don't have to live the way I am now." Mother Teresa said, "I can pick up a beggar in the street and tell him God loves him and help him die with respect and dignity. That I can do." Right? So once they began to live as though what ought to be was true, they had an authenticity that was just compelling. Complexity theory would call it a strange attractor, a legitimacy, an authenticity. And then they talked about it. They never wavered; no matter what the obstacle, or what the condemnation. And many of them died because they couldn't live any other way. Some of them were killed. I don't think they were unique. I think that capacity is in every single living human being. We just have to get in touch with it. And begin."

You are invited to entertain the idea that
Thriving and living a regenerative life starts NOW.
How do you need to be for that to be true for you?
Your home play will help you discern this.

"Parts Dialog" Handout

"Parts work" is an approach based on the belief that as children, we were in touch with our essence, and proficient as "just letting ourselves shine." Throughout the years, though, most of us have gotten inevitable "hurts"—rejection, disapproval, anger, or some other emotion that came in our direction. Due to those hurts, people often develop compensation strategies—"parts" of us that are perfectionistic, critical, complacent, etc. We created those parts to protect ourselves by masking our light. That was a great survival strategy (and should be honored as such!), but it can also get in the way of letting our unique gifts shine.

The power of metaphors

I love the image of "gremlins" because I can imagine my various parts each as a "gremlin" with a different personality—one is the inner meanie, one is sluglike and embodies inertia, one is utterly confused, etc.

Alternatively, sometimes I think of the parts as weeds—which I know are useful in their own way—

but they have the power to overwhelm my main crop, so I need to pluck them out and eat some, and compost others, but they become nutrients for growth—they don't get to take over!

May these metaphors empower you to develop ones that work for you!

When we are called to step into our gifts, we are inviting ourselves to reclaim our light and to let it shine brightly in service to co-creating our regenerative future. "Parts dialog" is a powerful tool to assist us in this process, because it helps get those "gremlins" out of the driver's seat, or to use the "weeds" metaphor—it turns them into rich compost that fuels our growth.

Below is the template for a process that you can repeat whenever needed. In it, you invite into conversation the part of you (or inner gremlin) that is trying to prevent you from shining by

- telling you that you will fail, or
- keeping you confused about which direction to go, or
- listing all the people that will be mad at you if you shine, or
- telling you why you aren't worthy,
or whatever message a particular gremlin is using as an excuse to "get into the driver's seat"!

Instead of ignoring them, or struggling with them, we approach these "gremlins" or "weeds" with love and curiosity, honoring them for protecting us all this time. Our adult self invites those child gremlin (or weedy) parts into dialog to learn what they need to feel safe and get out of the driver's seat (or out of the watermelon patch!), which fundamentally changes the relationship with them.

Here is an example of how the process works:

I'm envisioning giving a talk about women's role in co-creating our regenerative future at the local library, and it looks like close to 100 people will be there! I'm excited, because I'm going to reach a whole new set of people, but I'm also noticing some fear come up in the form of many different gremlins. I journal about the various gremlins and decide that today, I need to dialog with the one that in my mind's eye is a big slime blob of shame.

Me: Hi there, Blob of Shame, I'd like to talk to you because you are getting in the way of me thinking clearly—and I need to be able to think when I am giving this big presentation.

Blob of Shame: Ok, shoot.

Me: I am curious why you want to confuse my thinking and make me feel afraid that I'll get in front of people and totally bomb.

Blob of Shame: Because if I convince you that you can't think straight, you will cancel the gig and I can keep you safe.

Me: So you want to keep me safe by not shining. That safety comes at a great cost. What can be worth that?

Blob of Shame: It's better to be unseen than to be embarrassed in front of people, or even worse, humiliated.

Me: Oh, so you want me to stay under the radar of any possible haters. Why is that?

Blob of Shame: Because when you were a young person, and you would do quirky things, or when you would get good grades, there were always kids that would find a way to embarrass you. Or when you were smart... remember those guys who tried to point out every flaw in your thinking?

Me: Yes, that was awful. And I was too young to know that their actions said way more about them than it did about me. However, I am an adult now, and so are the people at my talk. I don't think anyone is going to make fun of my quiriness (actually quirky is part of my "brand" now!), and I can have fun exploring ideas with folks who want to spar intellectually, AND I have a whole posse of folks who will be there and have my back! So how can I help you not feel like you need to protect me any more?

Blob of Shame: I can relax and get out of your way if you can reassure me these things: 1) you will have adequate time to prepare so that you are done the day before and you can go to the talk well rested, well-fed, and grounded instead of flustered. 2) have audio/visual backup plans in case of emergencies 3) make sure you have at least two really sharp friends in the audience so that you have back-up 4) if you spend some time thinking about what aikido with a "hater" looks like, so that you have a plan that supports you and I don't have to go into terminator mode!

Me: Yes, I can do those things. And thank you for these requests, they will help me shine! Is there anything else you need?

Blob of Shame: I'd like reassurance that you feel this talk is the next best step, that you aren't jumping into a situation that feels way outside of your comfort zone.

Me: Wow, that is a really great consideration. Hmm, yes, I've given this talk before, and this is a slightly bigger audience, but I don't expect them to be hostile. It is an incremental up-leveling, so I feel confident that I will do well.

Blob of Shame: Ok, I'm on board! I'm gonna go lay by the pool. Thanks for thinking of me, I will be wishing you the best as I bask in the sun.

Me: Thanks so much for this conversation, it is really going to help me shine brighter and become more whole, which is what I know you ultimately want for me.

A Template for Parts Dialog:

Envision yourself going into a situation where you will be shining in your gift in front of a lot of new people—teaching a class, giving a keynote address, performing—whatever is true for you and would feel like a stretch. Mixed with the excitement of shining may be some "gremlins" or "weeds"... Chose one of the voices (it may be the one that is loudest, or most distracting, or most persistent—you decide) as the first one to dialog with (you can even tell the others that they will get their turn another time!) If words don't come to mind, then pay attention to how your body

feels and characterize your "gremlin" according to that. Based on it's message or characteristics, give it a name (I used "blob of shame" but others might be "the not worthy part" or the "you don't know enough" gremlin, or the "bowling ball in the belly" part)

Write down the name of the part: _____

Express your gratitude to the part for being in your life and for being in dialog with you now.

You can ask any or all of these questions, or ask ones that are relevant for you:

(Name of part), what is your concern?

What do you want?

What is your purpose?

Why are you resisting me doing this and shining?

What do you need to feel safe to support me to do this?

What can you commit to doing to support me?

Close with gratitude to this part, to all of the parts of you, and to your wholeness and light.

This parts work above is the distillation of work I've done with Nicole Young, business coach; her work with "The Spiritual Marketing Quest Guidebook" by Suzanne Falter-Barns & Jeffrey Van Dyk; and my work with EMDR practitioner Tony Cotraccia. and with Pamela Moss, business coach and soul guide.