

## Integrity

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***“Without Integrity, nothing works”***

### **What is integrity**

1. Fundamentally integrity IS the relationship that you have to your word —> You are your word.
2. It is the state of being whole and complete, nothing missing
3. Nothing hidden, being transparent about what is so

### **What Integrity is NOT**

1. It's not morality: It is not good to have integrity, and its not bad to have a lack of integrity
2. It is not personal: It doesn't mean anything about you (remember who you are is whole and complete)

### **Integrity is *distinguished* as**

1. Honoring your word
2. Maintaining an empowering context (being in possibility)

#### **1. Honoring your word is *distinguished* as**

1. Keeping your word
  - Making and Keeping promises - Saying what you will do and by when you will do it —> then doing ***what you said you would do*** and doing it on time.
  - Doing what ***you know to do***, the way it was meant to be done, and doing it on time. [Being impeccable, excellence vs. ticking a box]
  - Doing what ***other people EXPECT*** you to do (even when you didn't agree to do it) AND doing it when it was expected to be done.
2. Honoring your word when you cannot keep your word
  - As soon as you know that you are not going to be able to KEEP your word you communicate it that you will not be keeping your word AND:
    - Deal with any impact of your not doing it
      - For you
      - Ask for the impact on them
    - Declare what you are *going to do it* and by when

\*\*What is interesting is you can often GAIN trust with people when you are unable to keep your word, but you honor it powerfully.

#### **2. Maintaining and empowering context**

- It lacks integrity to be disempowered - It's not a problem but it just lacks integrity (your not whole and complete)

### **How does Integrity operates**

1. It creates the space for performance to show up
  1. Bicycle analogy
2. It give you power
3. Allows you to be present / listening is clear

### **The impact of having a “lack of integrity”**

1. Workability diminishes
2. Decline in performance - Bicycle
3. Lose Power

### **How it goes out**

1. Didn't put a structure it into an existence system
2. Didn't use your existence system
3. Didn't have a sufficient enough structure to make the difference

### **What how to “restore” integrity**

1. Acknowledge the broken agreement (no story) [fyi being “late” is a story]
  2. Deal with the impact
    1. What is the impact on you
    2. Ask what the impact is on them
  3. Declare what they can count on you for in the future
  4. Declare what structure you are going to put in place to make sure it doesn't happen again
- \*\*Pro tip\*\*** if there is a recurring lack of integrity really look at the structure that is being put in place and if it is authentically going to alter the future. If not look at what are you avoiding when putting structures in place.

### **Why restoring integrity is exciting - how it works**

1. Discovering where integrity is out IS YOUR ACCESS TO POWER
2. It's a game, and if mastered you can live life moving from breakdown to breakdown with NO LOSE OF POWER and find joy in discovering what is missing the presence of which would make a difference.
3. It is a mountain with no top - playing the game with the intention of not having lacks of integrity (that comes from moralizing integrity) doesn't work. If you are playing a big game in life you will have lacks of integrity all the time, that is EXCITING cause it means you have opportunities to get more power, freedom and self expression at every moment!

### **Acronyms**

PISS - Promise, Impact, Speculate, Structure in existence

4S's - Stop, Source, Speculate, Structures