

Clarity Compass™

A Visioning Tool for Passionate and High Achieving Leaders



Purpose of Exercise

To create a powerful, holistic and personalized roadmap for your life over the next decade - one that defines success on your own terms, across all facets of life.

To identify key priorities and gaps in thinking that may inform and shift direction based on your top priorities and values.

Inspired by the concept of ikigai (/i,ki'gai/): "a motivating force; something or someone that gives a person a sense of purpose or a reason for living".

Pre-Work & Warm-Up

Opportunities for Reflection and Insight

Future Self Visualization (optional audio recording)

- Listen to the guided “Future Self” visualization (audio file on mini-mod page).

Warm-Up Reflection Questions (*write freely, no overthinking*):

Imagine your ideal future self, 10 years from now: notice your surroundings, who’s with you, how you feel, and what you’re doing...

- Where do you see yourself living? What’s the energy or feeling you have there?
- Who is around you, and what are you doing together?
- What are you wearing? How do you look - your clothes, face, body? How do you carry yourself?
- If your future self (10 yrs from now) is reflecting back...
 - What were you most excited about or inspired to learn or do?
 - What are you most proud of?
 - What legacy do you most want to leave behind, personally and professionally?
 - Where did you have the most impact, personally and professionally?
- From this perspective, what advice would you give yourself today?

Step 1: On paper or in a worksheet, set up a grid.

Vertical Column = Years

Horizontal Column = Categories (samples below, create your own)

	Financial Thriving	Children/ Family	Spouse/ Partner	Fun, Play, Hobbies	Learning & Growth	Travel & Adventure	Wellbeing / Health / Rest	Professional	Purpose
2026									
2027									
2028									
2029									
2030									
2031									
2031									
2032									
2033									
2034									
2035									

Step 2: Map your “known” milestones

Add in known milestones for yourself and friends, family or other loved ones: graduations, anniversaries, birthdays, promotions, relocations, retirement dates, etc. (see sample snapshot below)

Then, reflect:

- What trends do you notice in terms of years with important milestones or gaps?
- How do these known markers make you feel?
- Do they create pressure points, excitement, or other specific feelings?

	Children/Family	Spouse/ Partner
2026	JT's High School Graduation, College Transition	
2027	Mom and Dad's 85th Birthdays	Our 15th Anniversary Celebration
2028	AB's Middle school Graduation	

Step 3: Add your known “wants”

Begin with family/personal/fun categories first, doing “professional/work” category last (see sample snapshot below); aim for at least one per box. Be as specific as you can, adding frequencies, when possible. Consider adding a new section for “general wants across the years” if you find activities duplicating across years. Also, you may want to put these in a different color than the previous ones.

Step back and notice:

- Where are there gaps?
- Where are there pressure points?
- What years feel especially full or light?
- What do you notice that might be missing?

	Spouse / Partner	Fun, Play, Hobbies	Learning & Growth
2026	Weekly date nights at _____ restaurant	Travel: Take a road trip to visit colleges	Apply for Strategic AI & Data Certificate Program
2027	15th Anniversary Celebration Special Anniversary Trip to _____	Begin guitar lessons	Attend Leadership Summit Conference

Step 4: Add new, exciting possibilities

Take a few minutes to get into a generative mindset (listen to music, close your eyes); Then, add in “stretch” or “fun” possibilities (e.g., “buy a pub in Ireland,” “start a podcast,” “sabbatical in Italy”) where you feel inspired. These don’t need to be full commitments - they’re inspirational possibilities that spark energy, and you may only add in one or two.

Look at the entire completed compass and reflect:

- What patterns or themes emerge across categories?
- Which areas feel most inspiring or energizing? Which feel neglected or unclear?
- How balanced is your compass?
- Does your compass reflect your values, or do things need to shift?
- What surprised you?
- What shifts (habits, structures, mindset) would you need to make to move toward this vision?

Step 5: Integration & Action

Based on your experience, create your guiding compass:

Top 5 core themes or values that show up across my vision:

My definition of success in 10 years (in my words):

First 3 shifts I'll make in the next 12 months to move closer:

- 1.
- 2.
- 3.

Next Steps & References



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Next Steps	References
<ul style="list-style-type: none"> Choose one small but meaningful action this month aligned with your 10-yr vision. Share your vision (or part of it) with a partner, coach, or accountability buddy. Commit to an annual check-in (e.g., birthday, New Year's, or another meaningful date) to update your grid and reflect. 	<ul style="list-style-type: none"> <i>Finding Success Starts with Finding Your Purpose</i>, Harvard Business Review <i>Designing Your Life</i>, How to Build a Well-lived, Joyful Life by Alfred Knopf <i>Job Crafting (workbook)</i>, Center for Positive Organizations, University of Michigan - Ross School of Business <i>What Color is Your Parachute</i> (workbook) by Richard Bolles? <i>Ikigai: the Japanese way of life to lead happier, longer, and more purposeful lives</i>, Emeritus Insights