

A Companion Worksheet from

UNLOCKING AUTHENTICITY



Zones of Authenticity

Anchor Activity Worksheet

A printable, fillable companion to the exercise at the end of Part 1. Use it to map the roles you hold, identify your core values, and surface where your authentic self may be in tension at work.

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■ How to use this worksheet

This worksheet supports the **Anchor Activity** from the end of Part 1 of *Unlocking Authenticity*. It's designed to help you draw your own version of the Zones of Authenticity — your **core self**, your **adapted self**, and your **suppressed self** — and notice where they may be in tension.

STEP 1

Find a quiet 20–30 minutes

Give yourself uninterrupted time. This exercise asks you to reflect honestly, so create the conditions for that.

STEP 2

Work through each section in order

Start with the Values Exercise (page 3), then list your roles (page 4), then map each Zone of Authenticity (pages 5–7).

STEP 3

Sit with the tensions

The final reflection (page 8) is where the insight lives. Notice where your values and your adapted or suppressed selves pull in different directions.

There are no right answers here. This is a private reflection — what you write is just for you. You can print this worksheet and complete it by hand, or fill it in digitally.

■ Values Exercise

Take a few quiet minutes to read through the values shortlist below. Circle the ones that feel *most* you. Then use the three prompts to narrow them down to your top three.

SHORTLIST

Achievement • Fulfilment • Purpose • Fun • Respect • Recognition • Faith • Family •
Connection • Nature • Legacy • Justice • Tradition • Learning • Integrity • Honesty •
Friendship • Reliability • Trust • Community • Success

STEP 1

A time when you were happiest

What were you doing? Who were you with? What else contributed?

STEP 2

A time when you were most proud

Why were you proud? Did others share that pride? Who?

STEP 3

A time when someone hurt you or let you down

Why did it upset you? What part was hardest to forget?

■ My top three values

Based on the prompts on the previous page, write down the three values that feel most central to who you are.

01 VALUE	02 VALUE	03 VALUE
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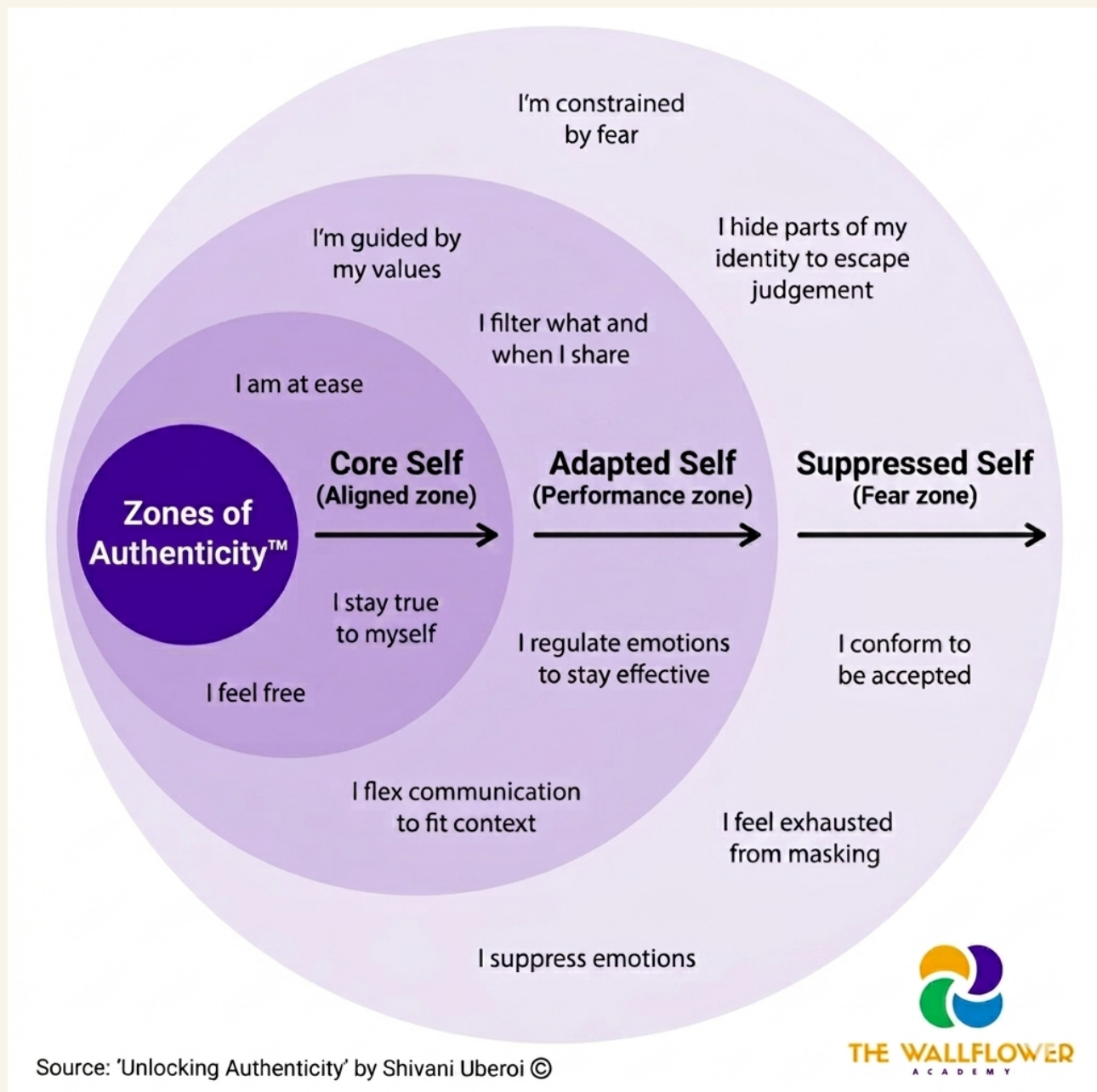
■ The roles I hold in my life

List all the roles you hold — at work, at home, in your community. Be generous and specific (e.g. team lead, daughter, mentor, neighbour, volunteer, friend, parent, partner).

1.	10.
2.	11.
3.	12.
4.	13.
5.	14.
6.	15.
7.	16.
8.	17.
9.	18.

■ The Zones of Authenticity

Each of us moves between three zones depending on context, audience and perceived safety. The further we move from our Core Self, the more energy it takes — and the more our authenticity is at stake.



ZONE 1

Core self

Your core self is anchored in your top three values. Write them below, then describe what each one looks like when you're living it fully — at home, at work, in your relationships.

Value 1 — what it looks like when I'm living it:

Value 2 — what it looks like when I'm living it:

Value 3 — what it looks like when I'm living it:

Where do I feel most like my core self?

ZONE 2

Adapted self

We all adapt — it's part of being in relationship. Note how you adapt (behaviour, language, topics of conversation, energy) and for which audience or identity you adapt.

How I adapt (behaviour, tone, what I share):

Who or what I adapt for (audience, role, context):

What does this adaptation cost me, if anything?

ZONE 3

Suppressed self

Drawing on Kenji Yoshino's four ways of covering — appearance-based, affiliation-based, advocacy-based, association-based — note any identities you shift into this zone, and how.

Appearance-based covering (how I present physically):

Affiliation-based covering (group ties I downplay):

Advocacy-based covering (causes I stay quiet on):

Association-based covering (people I keep separate):

■ Where might your values be in tension?

Look back at your Zones diagram. Where do you notice tension between your **core values** and the way you **adapt** or **suppress** parts of yourself? This is where the most important insight lives.

Which role or context asks you to adapt the most?

Which value feels hardest to honour at work?

What might it cost you — or others — if you keep suppressing?

One small change I want to try:

A FINAL THOUGHT

Authenticity isn't about showing everything everywhere. It's about choosing — consciously — what you bring, where, and why. Use this map as a starting point, not a verdict.



**Thank you for unlocking
this part of yourself.**

If this exercise was useful, you'll find more like it in **Unlocking Authenticity: Why we hide who we are at work — and how to redefine culture from the inside out.**



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Find more resources at wallfloweracademy.co.uk/ua-resources

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