

NO LIMITS ALLOWED

REFLECTION & CONVERSATION

Season 1, Episode 2 Being is the New Doing! with Radiah Rhodes



— A 10-15 MINUTE REFLECTION ON THE DIFFERENCE BETWEEN YOUR ROLE AND YOUR IDENTITY —



THE IDEA

Radiah Rhodes did not build her identity around her job title or the name of the company on her résumé.

Even while working for CoverGirl and Procter & Gamble, she often simply told people, "I'm an engineer." Her family was more likely to remember the products than the corporate reputation.

The point is not that achievement does not matter to Radiah. It does. She describes herself as someone who wants to do her best, solve problems, deliver strong work, and accomplish results. But she does not confuse those results, or the title attached to them, with who she is.

Radiah's experience includes engineering, corporate leadership, authorship of Being Is the New Doing, and the development of the Evók methodology with her partner, Dr. Ronnie Ellington. Her story raises an important question: What part of your identity belongs to you, regardless of the role you hold?



HOW TO USE THIS GUIDE

Use this reflection on your own or with your team. You do not need to listen to the episode first.

If using it alone, write down your responses. If using it with others, invite one or two examples. Keep the conversation focused on the work. It does not need to become personal or overly deep.



START HERE

What part of your identity, or your team's identity, is tied to a title, position, or place on the org chart?



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GO DEEPER

1

What would remain true about you, or about your team, if the current role or project disappeared tomorrow?

2

Are you, or is your team, more motivated by being recognized for the role, or by the quality and impact of the work itself?

3

What standard do you want to carry into your next role or project, regardless of its title or who gets the credit?

CHOOSE ONE:

Complete this sentence:

For the next 30 days, I/we will stop defining success by _____
and begin measuring it by _____

Choose one visible action you can take this week.

THE LINE TO CARRY FORWARD

A title can describe a role. It doesn't have to define who you are, or who your team is.

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