

Twelve Shadows Personal Development Plan

The steps and worksheets
to help you develop your
archetypes





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How to use this plan

This development plan template complements the development approach outlined in Chapter 18 of the Twelve Shadows of the Individual book. It starts with your goals and your Twelve Shadows Self-Assessment results, then guides you step by step through creating a highly personalised 90-day development strategy.

Keep the book beside you throughout. It is your constant reference while you build and work on this plan. Turn to it for the detailed definition of each archetype, what its mature expression looks like and how its two shadow patterns tend to show up in daily life. Turn to it again whenever you want a fuller explanation of the processes this plan puts into sequence, from reading your quadrant placements to the shadow work itself.

Before you begin

1. **Take your assessment.** The Twelve Shadows Self-Assessment takes 20 to 25 minutes to complete and is free with the book, available on Amazon. Chapter 15 covers how to access the Twelve Shadows Self-Assessment and provides the QR code.
2. **Access your results.** After completing the Twelve Shadows Self-Assessment, your personal report will be sent directly to your nominated email address.
3. **Review your results.** Your report provides presence and maturity scores for all twelve archetypes, become familiar with these scores and which quadrants these scores relate too.

How the plan works

There are four steps of preparation, followed by a ninety-day cycle.

Steps	Decisions	Book Chapters
Step 1	Where each of the twelve archetypes sits right now	Ch 15, Ch17
Step 2	What your quadrant placements mean and what movement is realistic	Ch 2, Ch 17, Ch 18
Step 3	Your three priority archetypes and how your energy divides between them	Ch18
Step 4	Your ninety-day cycle, phase by phase	Ch18

Note on pacing

Chapter 16 suggests that different types of work move at different speeds. Golden Shadow development often creates rapid change, because the capability is already mature and simply needs conscious use, while Dark Shadow integration unfolds more slowly and is more emotionally complex, because you are working with parts of yourself that carry genuine change and often some resistance.

Step 1: Your profile

Begin by writing all twelve archetypes down in one place, before you decide anything. Chapter 17 makes the point that no single archetype defines you; your profile emerges from the dynamic interaction between all twelve, and that pattern only becomes visible when you can see them side by side.

Fill in your Presence and Maturity scores from the assessment, then record the quadrant each archetype lands in.

Archetype	Presence	Maturity	Quadrant	Aimed Expression
Innocent				Wise Optimism and Discerning Trust
Orphan				Earned Wisdom and Empowered Resilience
Warrior				Principled Strength and Ethical Leadership
Caregiver				Empowering Care and Sustainable Support
Lover				Integrated Passion and Conscious Intimacy
Seeker				Integrated Exploration and Grounded Wisdom
Creator				Integrated Vision and Disciplined Creativity
Destroyer				Purposeful Change and Endings
Ruler				Servant Leadership and Empowering Authority
Magician				Transformative Wisdom and Ethical Power
Sage				Practical Wisdom and Humble Knowledge
Jester				Wise Playfulness and Healing Humour

Then answer three questions about the whole picture. Chapter 17 describes these as the insights that emerge from understanding how your archetypes work together.

Which cluster carries your strength?

Foundation archetypes are Innocent, Orphan, Warrior and Caregiver. Growth archetypes are Lover, Seeker, Creator and Destroyer. Mastery archetypes are Ruler, Magician, Sage and Jester. Where are your Powerhouse archetypes concentrated?

My dominant cluster: _____

What balance is your profile asking for?

Chapter 17 observes that healthy archetypal profiles usually include balancing archetypes: energies that pull in the opposite direction to your dominant ones and supply what those dominant ones cannot. There are three such pairs. Find where your Powerhouse and other high-presence archetypes sit within them, then look at the opposite side, because that opposite side is the direction your profile is quietly pointing you toward.

- **Action and reflection.** The action-oriented archetypes are Warrior, Creator and Destroyer. The reflective ones are Sage, Seeker and Innocent. If your profile is weighted toward action, developing the reflective archetypes will give you perspective, patience and strategic thinking. If it is weighted toward reflection, developing the action-oriented archetypes will help you translate insight into practical implementation and concrete results.
- **Individual and collective.** The individually focused archetypes are Seeker, Creator and Magician. The relationally focused ones are Caregiver, Lover and Jester. If your profile is weighted toward the individual, developing the relational archetypes will enhance collaboration and emotional connection. If it is weighted toward the collective, developing individual autonomy and self-reliance will protect you from co-dependency and burnout.
- **Stability and change.** The stability-oriented archetypes are Innocent, Caregiver and Ruler. The change-oriented ones are Destroyer, Seeker and Magician. If your profile is weighted toward stability, developing the change-oriented archetypes will enable adaptation and innovation. If it is weighted toward change, developing stability-creating qualities will enable sustained effort and more reliable relationships.

The side my profile leans toward: _____

The balancing archetype I could develop: _____

Do your shadow patterns cluster?

Several shadows expressing the same way compound each other. The book names three clusters to look for: avoidance (Innocent denial, Seeker escapism, Jester deflection), control (Warrior domination, Ruler authoritarianism, Magician manipulation), and withdrawal (Orphan cynicism, Sage disconnection, Destroyer nihilism).

My shadow cluster, if there is one: _____

A note on honest scoring

Chapter 15 offers reassurance worth highlighting: the most self-aware individuals often score higher on the shadow questions, because they recognise patterns that others might deny. Acknowledging a shadow pattern is not a character failure; it is the first step toward transformation, and it is where the most rewarding growth begins.

Step 2: Reading Your Conscious Growth Matrix

Each quadrant has its own characteristic pattern and its own development strategy, so knowing where an archetype sits will tell you both what you are dealing with and what kind of work it needs. Chapter 2 defines the two dimensions, and Chapter 17 sets out what each quadrant means in practice.

Presence is how often and how strongly an archetype shows up. It is neither good nor bad on its own. Maturity is the quality of that expression: conscious and integrated, or running unconsciously as a shadow pattern. Crossing them gives four quadrants.

Quadrant	What it means	Pattern	Strategy
Powerhouse	High archetypal maturity and high presence. A reliable, well-developed strength you can consistently access.	Natural Competence. Easy to access when needed, and expressed in ways that serve both your own growth and wellbeing and those around you	Leverage. A real strength you can draw on to navigate difficult transitions, support others, and move with confidence when life gets demanding
Golden Shadow	High archetypal maturity and low presence. An energy you can express with wisdom and authenticity, but rarely choose to access.	Dormant. A capability that could significantly enhance your effectiveness if you were to draw on it more consistently	Practice. Courage, and the deliberate choosing of this energy in situations where it fits
Seedling	Low archetypal maturity and low presence. An area of development opportunity, where these archetypal energies are rarely expressed and not yet developed.	Repressed. An underdeveloped energy that was suppressed in order to fit in, or deprioritised in favour of other energies	Nurture. Patient, gradual work: developing a basic familiarity and comfort with the energy, and practising low-risk expression in supportive environments
Dark Shadow	Low archetypal maturity and high presence. An urgent development requirement, where unhealthy or destructive archetypal energies are likely to be creating recurring problems	Destructive. A pattern that feels normal or familiar, but at low maturity creates ongoing harm	Transform. Intensive work and honest self-awareness to recognise the destructive pattern and its impact, with urgent growth toward flourishing

Where the most rewarding growth sits

Chapter 17 identifies Golden Shadow and Dark Shadow as your two priority patterns. Golden Shadows represent your highest-leverage development opportunities, because the foundation for mature expression already exists within you and the work is simply to increase their presence. Dark Shadows deserve urgent attention for a different reason: while they remain active, they sabotage progress in other areas and prevent you from fully expressing your Powerhouse strengths.

How archetypes move, and how long it takes

Every archetype follows the same developmental progression, which Chapter 18 sets out in four stages. Knowing which stage you are on will help you create a realistic timeline for the ninety days ahead.

Stage	Movement	Typical duration	Strategy
Stage 1	Dark Shadow to Seedling	3 to 6 months	Shadow integration: reducing the destructive expression while building basic capacity, through awareness, pattern interruption and practice in low-stakes situations
Stage 2	Seedling to Golden Shadow	6 to 12 months	Deliberate skill development: competency and confidence through structured practice, mentorship and feedback
Stage 3	Golden Shadow to Powerhouse	12 to 24 months	Mastery and integration: raising presence so the archetype becomes part of everyday life
Stage 4	Holding Powerhouse	Ongoing	Maintaining excellence through teaching, mentoring and guarding against shadow drift

This carries a practical implication worth holding onto. A Dark Shadow archetype will not become a Powerhouse within ninety days, and it is not meant to; its goal for this cycle is Seedling, the stage at which the first shoots of awareness emerge. That is genuine progress, and setting your goal at the right stage is what allows you to recognise it when it arrives.

My reading of my profile

- Powerhouse archetypes I will lean on: _____
- Golden Shadow archetypes with the most potential: _____
- Dark Shadow archetypes currently costing me most: _____
- Seedlings worth patience later: _____

Step 3: Setting Your Three Priorities

Choose three archetypes, not twelve, and divide your energy between them deliberately. This is the Three-Priority System from Chapter 18, and it sits at the heart of the method. While you will eventually need all twelve archetypes in your developmental toolkit, attempting to develop them all simultaneously leads to scattered effort and minimal progress.

Priority	Archetype	Energy	Why
Priority One	The archetype most essential to the stage you are in right now.	60%	It directly supports the transition or challenge in front of you
Priority Two	High archetypal maturity and low presence. An energy you can express with wisdom and authenticity, but rarely choose to access.	30%	Shadow work lays the foundation that all other development rests on
Priority Three	Low archetypal maturity and low presence. An area of development opportunity, where these archetypal energies are rarely expressed and not yet developed.	10%	It supports several other developments at once, so a modest investment reaches a long way

Finding Priority One: map your current journey

Chapter 18 opens with the observation that every significant transition, challenge or growth opportunity activates particular archetypal patterns. Begin, then, with the life you are living right now rather than with your profile in the abstract.

- The significant transition or challenge I am facing right now is: _____
- The archetypal strengths that would most serve me in it are: _____
- Priority One archetype: _____

Finding Priority Two: name the interference

Look across your Dark Shadow archetypes and ask which one is most actively getting in the way. Chapter 17 offers two questions to help: which shadow directly interferes with your most important goals, and which one draws consistently negative feedback from the people who know you well.

- The Dark Shadow expression most sabotaging my progress is: _____
- The repetitive difficulty it keeps producing is: _____
- Priority Two archetype: _____

Finding Priority Three: choose the one that carries the most

Among your Golden Shadow archetypes, look for the one whose development would strengthen several other areas at the same time.

- Priority Three archetype: _____
- What else in my life it would strengthen: _____

Set your ninety-day goal for each

Use the four-stage pathway from Step 2, so that each goal describes a single movement through the matrix rather than a leap across it.

Priority	Archetype	Current quadrant	Quadrant at 90 days	Desired change
Priority One				
Priority Two				
Priority Three				

Name your Powerhouse

Chapter 17 describes your Powerhouse archetypes as your home base, the energies you can return to when you feel stressed, uncertain or depleted. Because developmental work will stretch you, it helps to decide in advance which of your strengths you will stand on while you do it.

- The Powerhouse archetype I will anchor in: _____
- How I will put it to work in service of Priority One: _____

Step 4: Your Ninety-Day Cycle

Effective archetypal development occurs in focused ninety-day cycles. Chapter 18 sets the rationale for this, with 90 days being long enough to create real change, and short enough to maintain focus and motivation. Each cycle targets one specific movement within the Conscious Growth Matrix.

Write your own dates into the table below, then work through the phases in order.

Phase	Days	Dates	Phase meaning
Assessment and goal setting	1 to 7		Complete the assessment, identify your three priorities, set specific measurable goals, and build your practice schedule. Steps 1 to 3 of this plan are this phase
Foundation building	8 to 28		Establish the daily and weekly practices. Begin shadow work and pattern interruption. Start skill building. Put the supporting environment and relationships in place
Skill development	29 to 56		Increase practice and application. Seek feedback and adjust. Expand into more challenging situations. Refine as you go
Integration and testing	57 to 84		Apply the learning in real conditions. Test the new capacities under pressure. Gather feedback, assess progress, and begin planning the next cycle
Review and planning	85 to 90		Assess progress, mark what you achieved, and carry the learning into the next ninety days

What each phase asks of you

Days 8 to 28, foundation building

There is a natural temptation to push hard at this point, but this phase rewards patience. What matters here is putting things in place that will still be standing in week ten: the daily practice attached to an existing routine, the person who has agreed to give you honest feedback, and the change to your environment that makes the trigger fire less often.

- My daily practice is in place from day: _____
- My accountability partner is: _____
- The environmental change I have made: _____

Days 29 to 56, skill development

This is where you increase your practice and application, moving into more challenging situations and gathering feedback as you go. Chapter 16 suggests asking about your blind spots directly, such as: what unconscious patterns do the people around you notice that you might not?



- The feedback question I will ask, and of whom: _____
- The more challenging situation I will move into: _____

Days 57 to 84, integration and testing

Here you apply what you have learned in real-world conditions, and test the new capacities under pressure. Chapter 18's worked example is instructive: Sarah took creative leadership in team contexts while managing her Critical Judge tendencies, which is to say she did the real thing, with the shadow present, and handled it.

- The real-world test I have chosen: _____
- How I will know the new response held: _____

Days 85 to 90, review and planning

These final days are for quantifying your progress, reflecting on what you have achieved, and drawing out the learnings that will shape your next set of priorities. Chapter 18 gives review a phase of its own rather than leaving it to the tail end of another, because the cycle that follows is built out of what you notice here.

A worked example from the book

Chapter 18 follows Sarah, a marketing executive facing a career transition. She chose Creator as her journey-critical archetype, Sage as her shadow-critical pattern (showing up as the Critical Judge, harshly critiquing her own ideas before they could develop), and Warrior as her foundation. Her ninety-day goal was to move Creator from Seedling to Golden Shadow while transforming the Sage shadow from destructive self-criticism into supportive wisdom.

Weeks	What Sarah did
1 to 4	Twenty minutes of daily creative practice. One creative project a week regardless of quality. Noticed the Critical Judge's commentary without acting on it. Used Warrior courage to share imperfect work
5 to 8	Thirty minutes daily plus one sharing session. Two projects a week with active feedback gathering. Deliberate practice creating without internal criticism
9 to 12	Brought creative practice into work projects. Took creative leadership in team settings. Used mature Sage wisdom to give colleagues constructive feedback rather than destructive criticism

This example highlights pairing. Sarah did not develop Creator and hope her Sage shadow would quietly fade; she worked on both together, because the Critical Judge was the very pattern standing between her and the creative development she was aiming for.

Practice Rhythm

Four rhythms hold the ninety days together. Chapter 16 sets them out as a progression running daily, weekly and monthly, and each one does a different job.

Rhythm	Practice	What it does
Each morning	Archetypal intention setting. Look at the day ahead and name the archetypal energies its challenges will call for. Set an intention for how you want to embody them	Moves you from reacting to choosing, before the day starts
Each evening	Archetypal review. Notice where you acted from conscious choice and where you acted from unconscious reaction. Mark the growth honestly alongside the slips	Builds the self-awareness the whole method depends on
Each week	Archetypal stretching. Pick one expression that feels uncomfortable or underdeveloped and practise it somewhere low-stakes	Keeps you moving beyond the comfortable patterns
Each month	Integration assessment. Review which archetypes you are consciously developing and which have slipped back to unconscious. Adjust your focus	Catches drift early, while it is still easy to correct

Chapter 16 offers a useful illustration of morning intention setting. Heading into a difficult conversation, you might set an intention to bring mature Warrior energy, which holds a clear boundary, alongside mature Caregiver energy, which keeps genuine concern for the other person in view. This demonstrates the selection of archetypal energies, consciously chosen, for one particularly challenging conversation.

Making the practice sustainable

Many people start strongly and then lose momentum, so consistency is worth designing for rather than hoping for. Chapter 18 names three systems that reduce the reliance on willpower alone, with research by Roy Baumeister demonstrating that willpower inevitably fluctuates under precisely the stress that tends to activate your shadow patterns.

- **Environmental design.** Structure your surroundings to support the practice: reminders placed where you will see them, obstacles removed, and a dedicated space for the work. M
My environmental change: _____
- **Accountability partnership.** Social psychology research shows that external accountability significantly increases goal achievement rates. Tell one specific person what you are working on, and what you would like them to notice.
My partner, and what I have asked them to watch for: _____
- **Habit stacking.** Connect the new practice to a routine that already runs without effort, such as practising Warrior courage exercises after your morning coffee, or Creator visualisation before your weekly team meeting.
My stack: after _____, I will _____



Secure bases

Chapter 16 makes the case that relationships are the most powerful context for this work, because other people reflect back the patterns that stay invisible when you look at yourself alone. The chapter draws on John Bowlby's finding that a responsive attachment figure remains the source of feeling secure throughout adult life. Bowlby called the support such a relationship provides "constructive dependency", the secure base that makes it possible to take the emotional risks that growth requires.

There is one practical question to settle before you begin: who is your secure base for these ninety days, and do they know that is the role you are asking them to play?

- My secure base: _____

Review and the Next Cycle

At day 90, review your progress against movement. Chapter 16 describes the goal as increasing your average level of conscious, mature expression over time. You will still notice yourself slipping into old patterns at times, particularly under stress, and that awareness itself represents progress, because you cannot change what you cannot see.

Priority	Archetype	Quadrant at day 1	Quadrant now	What changed
One				
Two				
Three				

Signals worth looking for. Chapter 16 describes the improvements that archetypal integration creates, and these are often more telling than a score, because the people around you can see them too.

- I adapt my approach to what a situation needs, rather than defaulting to what is comfortable
- Conflicts are less frequent and less intense
- I recover from setbacks faster, because I have more than one way to respond
- People have commented on a change without me telling them I was working on one
- Situations that used to trigger the pattern still arise, but there is now a pause before I respond

Three questions to close the cycle.

- What moved over these ninety days, and what did it ask of me? _____
- Which of my three priorities was wrongly chosen, if any? _____
- What is the next single movement? _____

Predictable Obstacles

Chapter 18 names six predictable obstacles that can derail progress unless they are addressed proactively. Recognising them in advance is most of the work.



Obstacle	What it looks like	Response
Overwhelming choice	Trying to develop everything at once	Return to three priorities and a single ninety-day cycle, remembering that depth in a few archetypes serves you better than surface-level work across many
Shadow resistance	Progress stalls for reasons you cannot quite name	This is to be expected. Shadow patterns often actively sabotage development efforts, which is why Priority Two exists; development without shadow integration proves unsustainable over time
Inconsistent practice	A strong start, then drift by week five	Lean on environmental design, accountability partnerships and habit stacking, so that consistency rests on systems rather than willpower alone
Perfectionist paralysis	Waiting until you understand it properly before starting	Embrace imperfect practice, choosing progress through action and experimentation over endless preparation
Context collapse	Bringing every archetype to every situation	Develop situational awareness, so that you choose the right archetypal energy for each context and relationship
Comparison	Measuring your development against someone else's	Focus on your own journey, remembering that your archetypal development serves your particular calling and circumstances

Setting up the next ninety days

Archetypal development is a lifelong practice rather than something you complete, so it runs in cycles, with greater awareness sometimes bringing backtracking in your own assessment. Chapter 18's five principles are the ones to carry into the next one.

- **Fit the work to your life.** Develop the archetypes that serve the life challenge you are actually in.
- **Hold focus.** Three priorities, ninety days.
- **Lead with shadow work.** Treat it as the foundation the rest is built on.
- **Expect to return.** You will revisit the same growth areas at deeper levels throughout life; that is the shape of the work rather than a shortcoming of the cycle before it.
- **Put it to use.** Use your development to serve others.

Chapter 17 notes that your profile represents a snapshot of your current development and self-awareness rather than a fixed score, so retaking the assessment after two or three cycles will give you a genuine picture of how far you have moved and also how much self-awareness you have grown. In between, your own evening reviews are the more useful measure.

Next cycle

- Starts on: _____
- Priority One: _____
- Priority Two: _____
- Priority Three: _____



Worksheet One: Priority One, Your Journey-Critical Archetype

This archetype takes 60% of your development energy for the next ninety days. Read its chapter in full before filling this in, because the language the book uses for its mature expression is precisely what you will be practising toward.

- Archetype: _____
- Chapter: _____
- Current quadrant: _____

The mature expression I am moving toward

Chapters 3 to 14 each open with the archetype's mature expression, broken into several facets. Write the facets that matter most for the transition you are in.

- Facet one: _____
- Facet two: _____
- Facet three: _____

Where this archetype is already asked of me

Chapters 3 to 14 each open with the archetype's mature expression, broken into several facets. Write the facets that matter most for the transition you are in.

[illegible]

What I will practice daily

Choose something small enough that it will still happen in a difficult week. Chapter 16 gives the example of committing to one thoughtful question each day, or ten minutes of reflective thinking, when Sage is the archetype in focus.

- My daily practice: _____
- When in the day it happens: _____
- What it stacks onto (an existing routine, from Chapter 18's habit stacking):

Who models this maturely

Chapter 16 recommends mentorship or modelling from people who embody the mature expression of the archetype you are developing. Observe how they navigate challenging situations, and ask them about their own development journey.

- Person I can observe or ask: _____
- What I want to understand about how they do it: _____

My progressive challenges

- Begin in low-stakes situations where the consequences feel manageable, and expand gradually as your confidence grows.

Weeks	What this archetype would bring	Stakes
1 to 4		Low
5 to 8		Moderate
9 to 12		Real

What success looks like at day 90

Describe something that you, or the people around you, would be able to observe. By day 90

Worksheet Two: Priority Two, Transforming a Dark Shadow

This takes 30% of your energy, and it follows a different method from the other two. Chapter 16 is explicit that Dark Shadow integration prioritises understanding over immediate behavioural change, because resistance often intensifies when we try to force transformation. This worksheet therefore moves deliberately, and slowly, by design.

- Archetype: _____
- Chapter: _____

Name which shadow pattern is yours

Every archetype has two shadow expressions, and they are often opposites of one another. Identifying which one is yours matters, because each calls for a different response.

Archetype	1 st Shadow Pattern	2 nd Shadow Pattern
Innocent	Denier	Dependent
Orphan	Victim	Cynic
Warrior	Dominator	Reckless Fighter
Caregiver	Martyr	Enabler
Lover	Obsessive	Addictive
Seeker	Escapist	Restless Wanderer
Creator	Perfectionist	Workaholic
Destroyer	Nihilist	Self-Saboteur
Ruler	Authoritarian	Egocentric
Magician	Manipulator	Mistrustful
Sage	Disconnected Intellectual	Critical Judge
Jester	Irresponsible Clown	Attention Seeker

My pattern is: _____

Recognition

This is Phase One of the shadow work process in Chapter 16. Dark Shadows tend to make themselves known through particular signals rather than through reasoning, so watch for the ones the book describes: emotions that seem too big for the situation, behaviours that feel automatic or compulsive, a sense of being taken over, seeing this quality harshly in others, all-or-nothing thinking on this theme, and the same situations recurring across different contexts.

Triggers	Feeling	What is done next

Understanding and acceptance

This is Phase Two, and it is the step most often skipped. Chapter 16 puts it plainly: your shadow patterns helped you navigate difficult situations when you had fewer resources and less awareness. Understanding their adaptive function allows you to develop compassion for these parts of yourself, and that compassion is what makes conscious change possible.

- What this pattern was originally protecting me from: _____
- The need underneath it that is still real: _____
- A healthier way that need could be met: _____

Shadow appreciation

Spend time identifying the gifts and positive potential held within this pattern. Chapter 16 gives the example of a Dark Shadow Warrior, where healthy boundaries, protective instincts and courageous action all serve important purposes. The aim has never been to eliminate this archetypal energy, but to transform how it expresses.

- The strength buried in this pattern: _____
- What it looks like when it is expressed maturely: _____



Pattern interruption

Chapter 18 sets out four tools that become essential during Stage One work. Note how each one applies in your case.

- Pause and choose. When I notice this energy rising, I will: _____
- Environment. One change that reduces how often the trigger fires:

- Alternative response. Prepared in advance, so it is available under pressure:

- Accountability. Who I have told, and what I asked them to notice:

Micro-expressions in safe contexts

Practise tiny expressions of the mature form in settings where you can experiment without fear of judgment or consequence.

- Where I will practise: _____
- What the smallest version looks like: _____

Support

Chapter 16 recommends working with a qualified therapist where there is significant emotional charge, and Chapter 17 says the same for Dark Shadows that are deeply entrenched. It is worth deciding this at the outset rather than partway through the cycle.

- Do I want support for this work, and from whom: _____

Your ninety-day goal here is to reach Seedling

Chapter 18 outlines that integration begins by moving the archetype to the Seedling stage, where awareness can emerge, allowing you to see the pattern without being entirely consumed by it. That space is what creates room to choose a different response, and everything that follows builds on it.

Worksheet Three: Priority Three, Practicing a Golden Shadow

This takes 10% of your energy, and it often returns the most for the least effort. Chapter 17 explains why. You already express this archetype with wisdom on the occasions you reach for it, so the work is not one of transformation. It is simply a matter of reaching for it more often, and of creating the opportunities that let you do so.

- Archetype: _____
- Chapter: _____

Confirm it is a Golden Shadow

Chapter 16 lists the common indicators. Tick the ones that ring true.

- ☐ I feel drawn to these qualities but have never systematically developed them.
- ☐ Other people see this potential in me more clearly than I do.
- ☐ I have surprised myself with sudden competence here in unfamiliar situations.
- ☐ Expressing this energy leaves me energised rather than drained.
- ☐ I have strong reactions to this quality when I see it in others.

Opportunity recognition

The work here is to identify the situations where this archetype would be beneficial, and then to plan deliberately for its expression. Chapter 18 describes this as creating systems and reminders for activation.

Recurring situation of the week	How this archetype showed



My daily expression

Chapter 16 suggests identifying one small way to express this energy each day. Something modest that you can repeat will carry you further than something ambitious you will set aside.

- My one small daily expression: _____
- The reminder or cue that will prompt it: _____

Pairing it with a Powerhouse strength

Chapter 18's integration practice is to combine the developing archetype with a strength you already possess, so that the new capability travels on the back of an established one.

- The Powerhouse archetype I will pair it with: _____
- What the two look like working together: _____

Where I will let it lead

Once the expression feels comfortable, give it something real to carry. Chapter 18 describes this as expression amplification: seeking opportunities for archetypal leadership rather than support.

- One situation in the last month of the cycle where I will let this archetype lead:

Returning to Seedlings

Chapter 17 is clear that Seedlings are generally not immediate priorities, unless one represents a critical missing capability that significantly limits your effectiveness. These archetypes develop gradually, over months and years rather than weeks, so approach them with patience and self-compassion. Note them here so you can return to them in a later cycle.

Seedling Archetype	Why it matters	When to revisit

There is one exception worth checking. If a Seedling is the balancing archetype your profile is missing, from the three balancing pairs you identified in Step 1, it may deserve a place in your next cycle rather than a distant one.