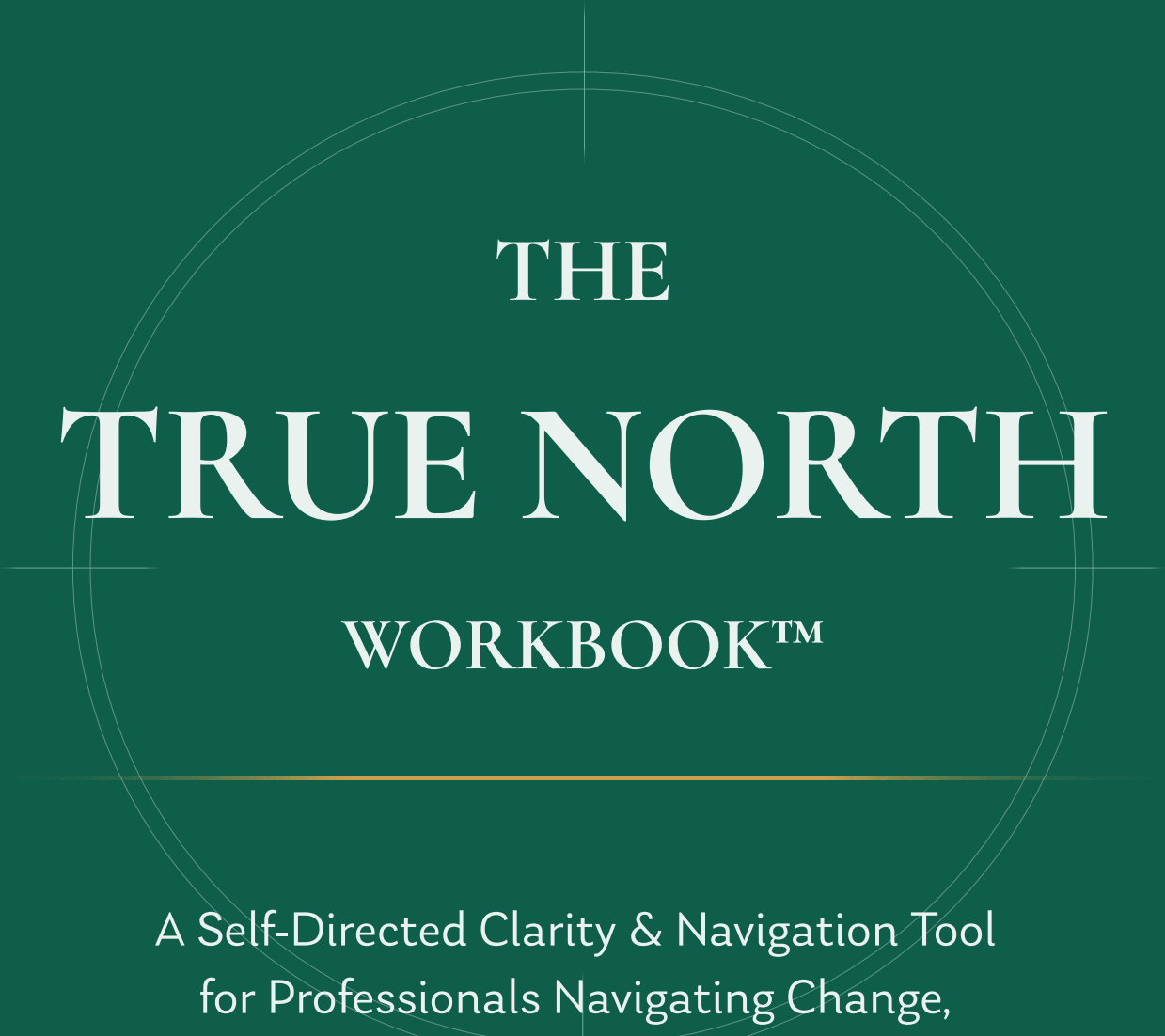




THE TRUE NORTH WORKBOOK™

A Self-Directed Clarity & Navigation Tool
for Professionals Navigating Change,
Rediscovering Their Value, and Moving
Forward with Confidence

By WANDA KISER

WELCOME TO THE TRUE NORTH WORKBOOK™

Periods of transition can feel disorienting, even for the most capable professionals. When familiar structures shift, it can be difficult to know where to focus, what to prioritize, or how to move forward with confidence.

This workbook was created to serve as a steady compass during times of change — whether you are navigating career disruption, identity shifts, leadership pressure, burnout, reinvention, loss of certainty, questioning your value, or feeling stuck between chapters.

You do not need to rush decisions or force clarity.

Through a structured, reflective process, this workbook will help you understand where you are, reconnect with your strengths, clarify what matters most, explore meaningful options, and take purposeful action toward your next chapter.

You are not starting over.

You are navigating forward.

WHY I CREATED THIS WORKBOOK

I created this workbook for capable, accomplished individuals who quietly found themselves questioning everything.

For those who have taken hits — professionally, personally, or both — and no longer feel as certain as they once did.

For the leaders who are strong on the outside, but privately wondering:

- What now?
- Who am I becoming?
- Where do I go from here?

I created this for those who know they still have value — even if the world hasn't reflected it back lately.

For the professionals navigating change they didn't ask for.

The high-achievers redefining success.

The ones evolving into newer versions of themselves without a clear roadmap.

This workbook is not about going back to who you were.

It's about orienting yourself toward who you are becoming.

A place to clarify your thoughts when everything feels uncertain.

To ground yourself when confidence has been shaken.

To recognize that you still have options — even if you can't see them yet.

To move forward with intention instead of pressure.

I created The True North Workbook™ as a compass for those in transition — a steady guide to help you reconnect with your direction, your value, and your next chapter.

Because you are not lost.

You are evolving.

WHO THIS IS FOR

The True North Workbook™ is designed for professionals navigating seasons of change — especially those who sense they are evolving but need clarity and direction to move forward.

This workbook will be especially valuable if you are experiencing:

- Career disruption or unexpected change
- Identity shifts as you grow into a new version of yourself
- Increased leadership pressure or responsibility
- Burnout or emotional exhaustion
- Reinvention after a significant transition
- Loss of certainty about your path or next step
- Questioning your value despite your experience
- Feeling stuck between chapters of your life or career

If you know you are not finished — just in transition — this workbook was created for you.

It is a navigation tool for those ready to regain clarity, grounded confidence, and forward momentum.

HOW TO USE THIS WORKBOOK

The True North Workbook™ is designed as a guided process, not a book to read from beginning to end in one sitting.

Each section builds on the previous one, helping you move from uncertainty to clarity, and from reflection to action.

SUGGESTED APPROACH

1. MOVE SEQUENTIALLY

Begin with Part I and progress through the workbook in order. The structure is intentional and designed to stabilize before accelerating.

2. GIVE YOURSELF SPACE TO THINK

Set aside dedicated time for reflection. This work is most valuable when approached thoughtfully rather than rushed.

3. ANSWER HONESTLY, NOT PERFECTLY

There are no right answers. The goal is clarity, not performance.

4. REVISIT SECTIONS AS NEEDED

You may find it helpful to return to certain sections as your perspective evolves. This workbook can be used multiple times during different transitions.

5. FOCUS ON DECISIONS, NOT JUST INSIGHTS

Reflection is powerful, but movement comes from choosing a direction. Use the prompts to identify meaningful next steps.

WHEN TO USE THIS WORKBOOK

This workbook is especially useful when you:

- Feel uncertain about your direction
- Are navigating a significant change
- Need clarity before making a decision
- Want to regain confidence and momentum
- Are preparing for your next chapter

Use it whenever you need to reconnect with your inner compass.

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Your Next Chapter Begins Now

PART I ORIENT

Understand Where You Are Now

*Clarity begins with awareness.
Before deciding where to go next, you must understand your
current position — emotionally, professionally, and mentally.*

UNDERSTAND WHERE YOU ARE NOW

Before you can move forward with clarity, you must first understand where you are.

Many capable, accomplished people try to skip this step. They push ahead, search for answers, or pressure themselves to decide quickly — all while standing on uncertain ground.

But direction without orientation leads to frustration.

This section is designed to help you stabilize, acknowledge your current reality, and regain your footing.

You may be here because something has shifted — externally, internally, or both.

Plans changed. Roles evolved. Expectations no longer fit. Certainty faded.

You might feel suspended between what was and what comes next.

That space can feel uncomfortable.

It is also where clarity begins.

IN THIS SECTION, YOU WILL:

- Name what has changed
- Acknowledge what has been lost
- Identify what remains steady
- Recognize the strengths that are still yours
- Ground yourself in the present moment

You are not required to solve anything here.
Your only task is to see clearly.

Because once you understand your current position, movement becomes possible.

Take your time.
This is not a race — it is a recalibration.

EXERCISE 1

THE CURRENT REALITY CHECK

Before exploring possibilities, it is important to understand what is true right now. Use the prompts below to capture your present situation as honestly as possible.

What has changed in your life, career, or sense of direction?

What feels uncertain or unresolved right now?

What has been difficult to acknowledge or accept?

What remains stable or supportive in your life?

What strengths, skills, or experiences are still yours — regardless of circumstances?

What do I need most right now to feel more grounded?

EXERCISE 2

NAMING THE TRANSITION

What Kind of Change Am I Navigating?

Not all transitions are the same. Identifying the nature of your transition helps you respond more intentionally rather than reactively.

Which of the following best describes your current situation? (Check all that apply)

- Career change or disruption
- Leadership transition or increased responsibility
- Personal reinvention
- Burnout or exhaustion
- Loss of direction
- Identity shift
- Unexpected life change
- Other:

Was this change chosen, unexpected, or a combination of both?

What feels most challenging about this transition right now?

What opportunities might this change be creating — even if they are not yet clear?

EXERCISE 3

ACKNOWLEDGING LOSS & CHANGE

What Has Ended or Shifted?

Transitions often involve letting go — even when moving toward something better.

What have you lost or left behind in this transition?

What expectations, roles, or identities no longer fit?

What feels difficult to release?

What feels like a relief to leave behind?

EXERCISE 4

WHAT REMAINS

Identifying Stability and Support

Even during uncertainty, not everything disappears.

What in your life remains stable right now?

Who or what continues to support you?

What routines, values, or anchors are still intact?

What strengths have helped you navigate change before?

EXERCISE 5

EVIDENCE OF RESILIENCE

Remembering What You've Already Survived

Confidence often returns when we remember our own history of overcoming.

List significant challenges you have navigated in the past:

What did those experiences reveal about your capabilities?

What strengths did you develop because of those challenges?

How might those strengths serve you now?

EXERCISE 6

READINESS TO MOVE FORWARD

Preparing for the Next Phase

You don't need to have answers yet — only readiness to explore them.

On a scale of 1–10, how ready do you feel to move forward? Why?

What would help increase your sense of readiness?

What fears or concerns are present?

What would feeling more confident look like for you right now?

GROUNDING STATEMENT

Complete the sentence:

Right now, I am navigating _____ ,
and what I need most is _____ .

PART II

CLARIFY

*Define What Matters
Now and Who You
Are Becoming*

Once you understand where you are, the next step is clarity.

TRANSITIONS OFTEN BLUR YOUR SENSE OF DIRECTION

What once felt certain may no longer fit. Goals may feel outdated. Expectations may feel heavy or misaligned.

Clarity does not come from rushing into decisions. It comes from reconnecting with what truly matters now.

Not what mattered before.

Not what others expect.

Not what feels safest.

What matters to you — in this season of your life.

This section will guide you through a process of rediscovering your priorities, redefining success on your own terms, and recognizing the version of yourself that is emerging.

You may discover that you are not lost — only evolving.

IN THIS SECTION, YOU WILL:

- Reassess your values and priorities
- Identify what no longer fits
- Clarify what you want moving forward
- Recognize the direction of your growth
- Begin to envision your next chapter

You do not need perfect answers.

You only need honesty.

Clarity builds one truth at a time.

EXERCISE 1

WHAT MATTERS NOW

Recalibrating Your Priorities

What mattered to you in the past may not reflect who you are today.

What feels most important to you right now in your life and career?

What has become less important over time?

What do you want more of in your next chapter?

What are you no longer willing to sacrifice or tolerate?

EXERCISE 2

REDEFINING SUCCESS

Success on Your Terms

External definitions of success often shift during transition.

How did you previously define success?

How would you define success now?

What would a meaningful, fulfilling next chapter look like for you?

EXERCISE 3

WHO AM I BECOMING?

Identity Evolution

You are not required to remain who you were.

In what ways have you grown or changed recently?

What qualities are becoming stronger in you?

What roles or identities no longer feel authentic?

What kind of person or leader do you want to become next?

EXERCISE 4

WHAT NO LONGER FITS

Releasing Misalignment

Clarity often comes from recognizing misalignment.

What in your current life or career feels out of alignment?

What drains your energy or sense of purpose?

What expectations from others no longer resonate with you?

EXERCISE 5

VISION OF THE NEXT CHAPTER

Envisioning Forward

Without worrying about logistics yet...

If you trusted yourself fully, what direction would you explore?

What possibilities feel both exciting and meaningful?

What would you attempt if fear were not in control?

CLARIFY

Complete the sentence:

The direction that feels most aligned with
who I am becoming is .

PART III

GROUND

*Rebuild Confidence and
Recognize Your Value*

Clarity alone is not enough.

REBUILD CONFIDENCE AND RECOGNIZE YOUR VALUE

To move forward, you must believe that you are capable of what comes next.

Transitions can shake confidence — not because you've lost your abilities, but because the context around you has changed.

Your value has not disappeared.

It may simply need to be recognized again.

This section will help you reconnect with your strengths, acknowledge your resilience, and rebuild trust in yourself.

Confidence is not something you wait to feel.

It is something you rebuild through evidence.

IN THIS SECTION, YOU WILL:

- Identify your enduring strengths
- Recognize your accomplishments and impact
- Reclaim your sense of capability
- Acknowledge the resilience you've already demonstrated
- Reconnect with your self-trust

You are not starting from nothing.

You are starting from experience.

EXERCISE 1

STRENGTH INVENTORY

Recognizing What Remains

List your core strengths — the abilities that have consistently served you:

Which strengths do others frequently recognize in you?

Which strengths have helped you navigate past challenges?

EXERCISE 2

EVIDENCE OF VALUE

Your Impact Still Exists

What accomplishments are you proud of?

Where have you made a meaningful impact?

What problems are you skilled at solving?

EXERCISE 3

TRANSFERABLE STRENGTHS

Your Experience Is Portable

Which skills and experiences remain valuable regardless of role or industry?

How could these strengths be applied in new ways?

EXERCISE 4

RESILIENCE REVIEW

What You've Already Overcome

What difficult situations have you navigated successfully?

What did those experiences reveal about your character and capability?

How does that resilience support you now?

EXERCISE 5

SELF-TRUST RECONNECTION

Returning to Your Inner Authority

When have you trusted your instincts and made a good decision?

What evidence do you have that you can handle uncertainty?

What would trusting yourself more look like going forward?

GROUND

Complete the sentence:

The strengths and qualities I can rely
on as I move forward are .

PART IV

OPTIONS

*Expand Your Perspective
and Identify Possibilities*

When confidence returns, possibilities begin to reappear.

TRANSITIONS CAN NARROW YOUR THINKING

You may feel as though your choices are limited, or that only a few paths are available.

But uncertainty does not eliminate options — it simply makes them harder to see.

This section is designed to help you expand your perspective, challenge assumptions, and explore possibilities you may not have considered.

You do not need to commit to anything yet.

This is a space for curiosity, openness, and exploration.

IN THIS SECTION, YOU WILL:

- Identify potential paths forward
- Recognize opportunities beyond your previous role or identity
- Explore how your strengths can translate into new directions
- Consider possibilities that align with who you are becoming
- Reopen your sense of what is possible

You are not choosing yet.

You are widening the lens.

Because hope often begins with options.

EXERCISE 1

POSSIBILITY MAPPING

What Could Be Possible?

Without filtering for practicality yet...

List all possible directions you could explore next:

(Career, leadership roles, consulting, education, entrepreneurship, lifestyle changes, etc.)

Which possibilities feel energizing?

Which possibilities feel meaningful?

EXERCISE 2

BEYOND PREVIOUS IDENTITY

You Are Not Limited to What You've Done Before

What paths exist beyond your previous role or title?

How could your experience translate into new environments or industries?

What would you consider if you were not defined by your past position?

EXERCISE 3

HIDDEN OPPORTUNITIES

What You May Not Be Seeing Yet

Where might opportunities exist that you haven't explored?

Who in your network could open new doors?

What skills or interests have you not fully utilized?

EXERCISE 4

REMOVE ARTIFICIAL LIMITS

Challenging Assumptions

What beliefs might be limiting your thinking right now?

What if those beliefs were not true?

What would become possible if you allowed yourself to think bigger?

EXERCISE 5

ENERGY CHECK

Your Internal Compass

Which options feel aligned with who you are becoming?

Which options feel draining or misaligned?

OPTIONS

Complete the sentence:

The possibilities that feel most aligned
with my next chapter are .

PART V

CHOOSE

*Select a Direction Aligned
with Your Next Chapter*

*Options create hope.
Choice creates momentum.*

CHOOSE

Many capable people remain stuck not because they lack options, but because choosing feels risky.

No decision feels perfect. Every direction involves uncertainty.

But movement requires commitment.

This section will help you evaluate your options thoughtfully and select a direction that aligns with your values, strengths, and future vision.

You are not choosing forever.

You are choosing the next step.

IN THIS SECTION, YOU WILL:

- Evaluate options based on alignment and sustainability
- Identify what feels most meaningful and realistic
- Release the need for perfect certainty
- Commit to a direction for your next chapter

Clarity grows through action.

Your decision does not have to eliminate all doubt — only move you forward.

EXERCISE 1

ALIGNMENT CHECK

Which Direction Fits You Best?

Which option feels most aligned with your values and priorities?

Which option supports the person you are becoming?

Which option feels sustainable, not just exciting?

EXERCISE 2

FEAR VS. INTUITION

Distinguishing the Two

What fears arise when you consider this direction?

What feels intuitively right despite those fears?

EXERCISE 3

REALISTIC COMMITMENT

Choosing the Next Step

What direction are you willing to commit to exploring first?

Why does this feel like the right next move?

EXERCISE 4

DEFINE YOUR FIRST DECISION

Turning Choice into Action

What is the first concrete step you will take?

When will you take it?

EXERCISE 5

RELEASE THE NEED FOR CERTAINTY

Permission to Move Forward

What would change if you trusted that clarity will grow as you act?

CHOOSE

Complete the sentence:

The direction I am choosing for my next chapter is _____ .

PART VI

MOVE

*Create Momentum and
Take Purposeful Action*

*Clarity is powerful.
Confidence is essential.
Choice is courageous.*

MOVE

Forward movement is what transforms your next chapter from possibility into reality.

Many people remain stuck not because they lack insight, but because they hesitate to act. They wait for perfect timing, absolute certainty, or the absence of fear.

Those conditions rarely arrive.

Momentum begins with one deliberate step.

This section is designed to help you translate your chosen direction into meaningful action — at a pace that feels intentional and sustainable.

You do not need to do everything at once.

You only need to begin.

IN THIS SECTION, YOU WILL:

- Define your immediate next steps
- Create a practical action plan
- Identify the support you need
- Establish accountability to yourself
- Build confidence through movement

Action reduces uncertainty.

Movement creates clarity.

You are no longer preparing.

You are moving forward.

EXERCISE 1

DEFINE YOUR FIRST STEPS

Turning Direction into Action

What are the first three steps you will take toward your chosen direction?

Which step can you begin immediately?

EXERCISE 2

YOUR 30-DAY MOMENTUM PLAN

Creating Forward Movement

What progress would you like to see in the next 30 days?

What specific actions will move you closer to that outcome?

What obstacles might arise, and how will you address them?

EXERCISE 3

SUPPORT & RESOURCES

You Don't Have to Do This Alone

Who can support you in this next chapter?

What resources or tools will help you succeed?

What kind of support do you need most right now?

EXERCISE 4

ACCOUNTABILITY TO YOURSELF

Strengthening Follow-Through

How will you hold yourself accountable to your commitments?

What routines or structures will support consistency?

What will you do if motivation dips?

EXERCISE 5

CONFIDENCE THROUGH ACTION

Movement Builds Belief

How will taking action change how you see yourself?

What evidence of progress will you look for?

FINAL REFLECTION

Take a moment to reflect on what you have discovered through this process.

What feels clearer now?

What direction feels most aligned?

What strengths will you carry forward?

Write a brief reflection summarizing what this journey has revealed to you.

Complete the sentence:

The action I am committed to taking now is .

YOUR NEXT CHAPTER BEGINS NOW

You have taken the time to reflect, clarify, ground yourself, explore possibilities, choose a direction, and commit to action.

That is no small accomplishment.

You may still feel uncertainty — that is natural when stepping into new territory.

But you are no longer without direction.

You have a compass.

Return to this workbook whenever you need to recalibrate, regain clarity, or reconnect with your purpose.

Your journey is not defined by where you've been.

It is shaped by the choices you make moving forward.

Your next chapter is not something that happens to you.

It is something you create.

And it begins now.

When life, career, or identity shifts, even the most capable professionals can feel uncertain about their direction.

The True North Workbook™ is a strategic clarity and navigation tool designed to help you move from uncertainty to forward momentum with confidence and intention.

Through a structured, guided process, this workbook will help you:

- Understand where you are now
- Clarify what matters most
- Rebuild confidence in your value
- Identify meaningful options
- Choose a direction aligned with who you're becoming
- Take purposeful action toward your next chapter

You are not starting over.

You are moving forward.

Your next chapter begins here.