



Short Workbook: What You Worship When You Think You're Choosing

How to use this workbook

- Set aside 30–60 minutes for the first run (you'll do a short experiment afterward that takes additional time over a week).
- Be honest and specific. Use the prompts to name real behaviors and commitments, not vague ideals.
- Bring an accountability partner if possible: someone who will ask follow-up questions and hold you to the experiment.

1. Name your top 3 devotions (10–15 minutes) List the three things that most organize your time, attention, or identity right now.

1. 2. 3. *Example:*

1. *Career advancement*

2. *Keeping everyone happy (approval)*

3. *Physical fitness*

2. For each devotion: what it gives and what it costs (10–15 minutes) For each item above, write down concrete benefits and concrete costs (time, relationships, energy, opportunity lost, identity drift).

Devotion 1: _____

• Gives: _____

• Costs: _____

Devotion 2: _____

• Gives: _____

• Costs: _____



Devotion 3: _____

• Gives: _____

• Costs: _____

3. Why is each devotion here? Which need does it meet? (5–10 minutes) Ask what psychological or practical need the devotion serves (security, status, belonging, purpose, distraction, control, etc.).

Devotion 1 need(s): _____

Devotion 2 need(s): _____

Devotion 3 need(s): _____

4. The 5–30-year projection (5–10 minutes) Imagine continuing each devotion unchanged for 5 years and for 30 years. Note likely gains and losses.

Devotion 1 — 5 years: Gains: _____ Losses: _____

Devotion 1 — 30 years: Gains: _____ Losses: _____

Repeat for Devotions 2 and 3:

Devotion 2 — 5 years: Gains: _____ Losses: _____

Devotion 2 — 30 years: Gains: _____ Losses: _____

Devotion 3 — 5 years: Gains: _____ Losses: _____

Devotion 3 — 30 years: Gains: _____ Losses: _____

5. Choose one low-stakes experiment (5 minutes planning, 7 days execution) Pick one devotion to test. Define a clear, small change you can try for one week.

Experiment template

• Devotion being tested: _____

• Hypothesis (what you expect to learn): _____

• Action (specific change): _____

• Duration: _____ (suggestion: 7 days)

• Success metrics (how you'll measure effect): _____



• Who I'll tell (accountability): _____

• Backup/safety plan if it backfires: _____

Example:

• Devotion: Keeping everyone happy

• Hypothesis: Saying "no" to one low-priority request will free 2 hours of my time and won't materially harm the relationship.

• Action: Politely decline two low-impact requests and offer an alternative.

• Duration: 7 days

• Metrics: Hours freed, emotional energy level on a 1–10 scale, feedback from the person asked

• Tell: Colleague A

• Backup: If relationship strains, schedule a check-in to repair.

6. Daily log during the experiment (1–2 minutes per day) Use this short log each day of the experiment.

Day	Action taken	Outcome	Energy (1-10)	Notes

7. Post-experiment reflection (15–20 minutes). Answer these questions after the experiment ends.

• What happened vs. what I expected?

• What surprised me?

• What did I gain? (time, clarity, calm, feedback)



- What did I lose or risk?
- Would I repeat this change? Why or why not?
- Next step (adjust, scale, abandon): _____

8. Accountability check-in template (use with a partner or group) Send or discuss:

- One-sentence summary of the experiment and result.
- One number (hours freed, mood change, boundary kept, etc.).
- One request (advice, challenge, encouragement).

9. Next-level questions (for leaders or repeated practice)

- Which devotion, if recalibrated, would produce the biggest improvement in my life or team?
- Which small habit could shift that devotion's hold on me?
- Who do I need to involve so the change is sustainable?

10. Repeat rhythm

- Schedule a 1-week experiment once a month for three months.
- After each experiment, update your list of devotions and costs/benefits.
- After three cycles, choose one larger, longer experiment (30–90 days) based on what you learned.

Closing note

Small, specific tests reveal the difference between automatic loyalty and chosen commitment. The point isn't to eliminate devotion but to make it deliberate—so you can keep what serves you and revise what doesn't. If you want, share one experiment plan here, send to me at jim@spiritofeq.com, and I'll give quick feedback.