A compass to guide us

In uncertain times, precise plans feel increasingly futile.

This guide will help you develop a compass to navigate towards your North Star, with an attitude of continual reorientation.

You will need

- A printed copy of this pack, or a digital copy with a notebook or paper
- Pens
- Post-its

If you’re working as a team, you can collaborate by dropping this document into a Mural board, lock the pages and add post its over the top.

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Our compass

We developed our compass during the first COVID-19 lockdown to reflect on 3 years of Enrol Yourself and imagine what the future might hold.

Answering yes or no to our questions, which direction are you moving in?

Our North Star

Do we act as if we have all the answers?
Are we homogenous?
Do we regularly sacrifice those in our team for social impact ‘out there’?
Are we building more walls than we’re taking down?
Is our carbon footprint growing?
Have we forgotten to enjoy the one life we have?
Do we only have one way of making money?
Are we struggling to make ends meet?
Are we regularly preferring logical, analytical thought?
Are we accepting ‘dirty’ money?
Are we ignoring the people we touch?
Do we regularly act like robots?
Are we drawing on multiple sources of intelligence, inside and outside of our community?
Do we have an effective nervous system? Is information flowing freely?
Are we drawing on ancient wisdom and practices as well as contemporary?
Are we listening to our intuition as well as to science and data?
Do we make assumptions that scale = success?
Are we growing mindfully, and deepening as we grow?
Are we also considering limits to our growth, or even de-growth?
Are we questioning and deconstructing our assumptions about growth?

Our compass arrow points towards:

- Belonging and relationships
- Health and resilience
- Living the change
- Environmental and social justice
- Learning
- Soul
- Good growth only
Use our compass categories

Before creating your own compass, try using our categories to generate your own questions for navigation.

Key
- Belonging and relationships
- Health and resilience
- Living the change
- Environmental and social justice
- Learning
- Soul
- Good growth only

Answering yes to these? You’re headed for murky waters

Answering yes to these? You’re headed to the North Star
Exercise 1:

Define your North Star

Your North Star brings together your purpose and your practice, by defining the future you’re building and the path towards it.

It’s made up of 3 sections: Your Why, Your How and Your What.

**Example: Enrol Yourself’s North Star**

<table>
<thead>
<tr>
<th>Our Why</th>
<th>Our How</th>
<th>Our What</th>
</tr>
</thead>
<tbody>
<tr>
<td>A post-growth future for our finite planet</td>
<td>Inclusively spreading the craft of hosting and participating in peer groups</td>
<td>Peer groups enacting post-growth futures by learning together, now</td>
</tr>
</tbody>
</table>

**We believe:**
- Human potential to learn is infinite
- People can learn to thrive together on our finite planet

**We know:**
- Peer groups can unlock potential that individuals can’t unlock alone, but craft is required to do this well
- Peer group participants become ‘pollinators’; spreading peer-led values, practices and ways of relating

**We do:**
- The Host Fellowship: seeding peer groups by training Hosts to run the Learning Marathon (our 6 month peer-led process)
- Partnerships: sharing our experience with aligned organisations
- ?: imagining new ways to spread the craft

**Design your own uncertainty compass**

<table>
<thead>
<tr>
<th>a) Your Why</th>
<th>What is the future you’re building towards?</th>
<th>What are the beliefs that underpin this purpose?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>b) Your How</th>
<th>What’s your strategy for creating this future?</th>
<th>What evidence underpins your strategy?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>c) Your What</th>
<th>How will you enact your strategy?</th>
<th>What are the activities you’ll carry out?</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Exercise 2: Create your compass categories

Your compass categories reflect the core values of your organisation or project.

They draw out, beyond your activities, what kind of behaviours and attitudes will help to create the future you want to see.

On your final compass, each category will have a ‘light’ and a ‘shadow’ side, showing how your choices can lead you towards or away from your North Star.

Example: Enrol Yourself’s Compass Categories

<table>
<thead>
<tr>
<th>Belonging and relationships</th>
<th>Learning</th>
</tr>
</thead>
<tbody>
<tr>
<td>Health and resilience</td>
<td>Soul</td>
</tr>
<tr>
<td>Living the Change</td>
<td>Good growth only</td>
</tr>
<tr>
<td>Environmental and social justice</td>
<td></td>
</tr>
</tbody>
</table>

b) Your Symbols

Choose the most important ones (ideally 5 - 8 values) and create a symbol for each.
Exercise 3:

Generate your navigation points

Your navigation points are questions which help you assess whether you’re moving toward your North Star, or away towards murky waters.

They are formed as yes or no questions.

Example: Enrol Yourself’s Navigation Points

<table>
<thead>
<tr>
<th>Compass Category:</th>
<th>Environmental and social justice</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Answering yes to these?</strong></td>
<td><strong>Answering yes to these?</strong></td>
</tr>
<tr>
<td>You’re headed to the North Star</td>
<td>You’re heading for murky waters</td>
</tr>
</tbody>
</table>

- Do we actively invite different perspectives, backgrounds and voices?
- Are we cutting our CO₂ footprint, or having a positive environmental impact?
- Do we practise what we preach?
- Do we support the movements we care about?

- Are we hypocritical?
- Is our carbon footprint growing?
- Are we homogenous?
- Are we in an echo chamber?

a) Your Navigation Points

For each of your compass categories, generate 2-3 navigation points that will help you to understand if your choices are leading you towards your North Star or away.

<table>
<thead>
<tr>
<th>Compass Category</th>
<th>Answering yes to these?</th>
<th>Answering yes to these?</th>
</tr>
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<td>You’re heading for murky waters</td>
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<td></td>
</tr>
</tbody>
</table>

Continue on paper if you run out of space!
Your compass

Bring your explorations together by populating this blank compass.

- Add your symbols to the key.
- Divide each half of the dial according to the number of compass categories you made.
- Extend these lines out from the dial towards the edge of the page. We've done the first one for you.
- Add your symbols to the dial. They should be diametrically opposite on each side.