



Nick Heap

I am a facilitator of change and learning for individuals and organisations. I listen, ask stretching questions, share ideas and design activities that give exciting new options. This makes them more effective, successful and happy. My tools and ideas are free on nickheap.co.uk.
Contact: nick@nickheap.co.uk

Discover Your Purpose: Appreciative Coaching for Transcendence

Core Process helps people connect with their positive core. The work helps people discover their purpose, and do so very quickly. This helps them transcend self-limiting beliefs and change their lives. In this article, I summarise the method and give a brief history and some stories. I also offer a transcendental view of the work. Finally, I discuss the profound implications for education, organisations and society.

This article describes a quick and powerful way to help people discover and connect with their positive core. This helps them transcend their self limiting beliefs and be more fulfilled. In the article, I give a summary of the method, a brief history and some stories. I offer a spiritual or transcendental view of the work. There are detailed instructions in the references.

Core Process

Two words that capture your unique purpose and talent

Long before Appreciative Inquiry (AI), three people observed that a business needs a single reason for being to thrive. They wondered if this applied to a person. They decided to find out and developed a simple method which involves telling stories about times when you were most alive and fulfilled. Then you distil them down to just two exciting words. This is your core process. In AI terms, it is your positive core.

How to uncover a Core Process

Ask your client to:

1. Tell three or four stories about times in life when the client felt fully alive and fulfilled.
2. Pick one of the stories the client would enjoy thinking about some more.



Connecting to the Positive Core

*There came a point where
I felt a weight lift off my
shoulders and the more I
think about it the better it
gets....*

P., former senior manager

*I always ask 'Are you
comfortable with a spiritual
perspective?'*

3. List ten to twenty verbs that describe what the client was doing in the story. Then list ten to twenty nouns, which can be concrete or abstract.
4. Pick the three words from each list that the client likes the best.
5. Distil these words down to a simple verb/noun phrase that the client is excited about. (It will look like "Creating (verb) Harmony" (noun)). This is the core process.

(See <http://bit.ly/coreprocess> for detailed instructions)

One of the three people ran some courses using core process in the company I worked for (See Bulls and Mill). Within six months, one-eighth of the participants left the company voluntarily to do their own thing. The amount of support people gave to each other increased greatly too. The company was at that time one of the best in the world.

Stories

P. was a senior manager. Though the job was very unsatisfying, he assumed he just had to stick at it and do his best. His core process was "creating enjoyment". He couldn't do this at work. He left that job and set up a very successful bed and breakfast business with his wife. He now creates enjoyment much more of the time for himself, his wife, their guests and his community.

Here's what he said about his core process session:

I had an extraordinary session, and there came a point where I felt a weight lift off my shoulders and the more I think about it the better it gets. So here's to creating enjoyment.

I used my core process of Creating Awareness to help me change from being a scientist to an organisation development consultant. It helped me ask for help, try many approaches and actively learn from setbacks. It took four hard years with much learning. Eventually, I found a fulfilling role, which fitted my core process.

Core Process and Transcendence

There are two sorts of transcendence. Transcendence with a capital "T" is a rare, mystical experience where people are totally transformed. It is like being reborn. I can't claim that core process does this reliably. Transcendence with a small "t" is when a person becomes free of their limiting beliefs and is able to move forward in a new direction using their positive core. Core process does this.

When I help people find their core process I always ask "Are you comfortable with a spiritual perspective?" Almost all are. From this perspective, when we

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were made incarnate, we had a purpose to serve and a unique talent. This means our work is fulfilling and generative. It contributes to the whole.”

As Khalil Ghibran says in *The Prophet* (p. 35):

What is work?

Work is love made visible.

Work like this is so fulfilling that we will do it without payment, if necessary.

Your purpose and unique talent is your core process. All the ones I know are lovely. Would you like to meet ... Touching Souls; Breathing Life; Inspiring Magnificence; Lighting Fires; Risking Love?

One client loved the thought that we are not “bodies with spirits” but “spirits with bodies”. She was thrilled that her real or angelic name is “Revealing Truth” (her core process) not her given name.

Core process helps us appreciate that we are all special, valuable and uniquely talented with a transcendental purpose. Everyone has a beautiful secret at heart. It helps us seek out and see the best in each other.

All individual core processes are also operating globally. Souls are being touched and love being risked everywhere. We can see these as being the way our faith, if we have one, is working in the world. We can also see it as the way we are evolving.
(Teilhard de Chardin)

Many people have a physical reaction when they discover their core process. One woman patted her chest several times and was breathless with excitement. Another said it felt as though he had been punched in his solar plexus. (The *chakra* associated with personal power).

The value Core Process adds for clients...

Everyone has had moments or periods when life was intensely rewarding, satisfying and joyous. At these times the core process was operating freely. In AI, we are connected to our positive core. It is lovely to think about those times, for it helps you have more of them.

Everyone has had times when life was intensely rewarding. It is lovely to think about them, for then you can have more.

You can use it to help people find a new career or make a life change, as discussed above. It is particularly useful for those who are struggling. How can they use their core process in their situation? If they can't, maybe they need to withdraw and use their core process to recharge. (All core processes are ways to give and to receive energy).

I love it that neither of us has the slightest idea what we will end up with.

Core process helps people understand why some events and activities have been rewarding, while others are the reverse. This happens spontaneously and gives valuable insight.

...And as a coach

Everyone I know who coaches using core process loves it. The first part, where clients tell stories about the high points of their life is glorious for both of you. The stories are varied, unpredictable, interesting and exciting. Clients radiate enthusiasm as they tell them. It's a rare opportunity to celebrate.

The most challenging part is to get from three or four verbs and three or four nouns down to the final core process. The client decides on the final words. I love it that neither of us has the slightest idea what we will end up with. It's an emotional and transcendental journey into the depths of another person. This is a privilege. You discover magic.

Risks

Core process work may make you over-confident. You are the same person as you were before the work and people knew you like that. It's good to integrate and use any new insights slowly and carefully.

We can distort our core process. This is partly because we can't understand why anyone else would find what we do effortlessly, difficult. We may turn people off by being overly enthusiastic. For example, I can be very intense, push ideas too hard or forget that people need a break. This does not Create Awareness.

Implications

If these ideas are true for individuals and institutions, then the implications are profound. Education will change its emphasis to helping students discover and develop their unique talents and purposes. It will be much more student-centred. Organisations will see the value of getting a close match of person-to-job or even vice versa. Teams will be much more creative when everyone knows each other's core process. It will be much easier to know how to handle a new challenge because people know each other in-depth. We might even speculate that there could be health benefits in knowing your core process and living your purpose. When more of us are living our purpose and transcending what we thought possible, we will blossom together.

What next?

I don't know. I hope some readers of this article feel inspired to find out more. Core process is a profound tool. It is simple, quick and can be life changing – in

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a good way. It can help people be and contribute much more than they imagined possible.

Please have a go. Let's see how far we can take this.

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