



The Assistance
Centre for the
Sustainable
Development of
Human
Resources



*imProve
emPower*



The EquiliTri Compass



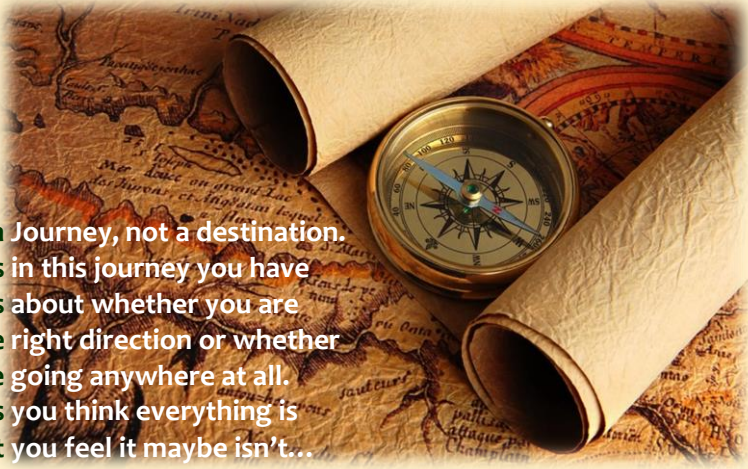
Keep this companion with you during the entire
journey here in this strange foreign place.
It will help you grow stronger, overcome obstacles
and find your direction



Co-funded by the
Erasmus+ Programme
of the European Union

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The Equilitri Compass is a complementary handbook and cannot be used alone. It is accompanying the Equilitri Journey or Equilitri courses, workshops, mentoring, coaching services and it is not meant to be used without the complementary explanations and instructions
More info on www.equilitri.org



Life is a Journey, not a destination.
 Sometimes in this journey you have
 doubts about whether you are
 going in the right direction or whether
 you are going anywhere at all.
 Sometimes you think everything is
 right, but you feel it maybe isn't...

Wouldn't it be nice to have some magical
 compass to help us in this journey called
 life? Some people already found it, it's
 called the Equilitri Compass. It is time you
 discovered it as well!

When the winds are against, there are three kinds of sailors: the *pessimistic traveler* complains about the wind; the *optimistic traveler* waits and hopes the winds will change; the *experienced traveler* adjusts the sails and uses the wind in his favor.

Sometimes people will be as you prefer them to or things will happen as you wish. Sometimes not. Which kind of sailor will you be?

The Equilitri Compass will help you sail these winds and get to where you want to be. If you don't know where you want to go, it can even help you find out. It is yours if you want to use it, or you can put it on a shelf as a dust trap. It is your choice, just like any other choices in life.

In case you are wondering what is Equilitri, it is a Personal Development method, a journey to discover yourself, who you are and who you can be. It has been developed in over 15 years of work and testing. It has created success stories and successful projects in India, Romania,

China, Cambodia, Vietnam, Turkey, Lithuania, Portugal and many other countries.

How does it work?

During our lives we build walls to defend us from the world, to keep us comfortable and safe. We believe these walls to be for our protection and we know that if we want, we can go out there, back in the wild world. I am not talking about real stone walls, but mental defenses. In time these walls grow thicker and without us noticing, they become our prison. We still comfort ourselves with the thought that if we *really really want*, we can



go out there. But we never go out there, because it is too much effort. For example, in primary school, I didn't really feel comfortable dancing, so I avoided it. In college it got worse, as most people already knew how to dance and I was thinking to go to dance classes to catch up, but it was too much effort. Later I wore a suit and tie and simply didn't bother with dancing, but I envied all those who did.

In life we take many of the things out of our reach by building walls around us to make us feel more comfortable. In psychology they call these walls the „Comfort Zone” and the world outside - the „Learning Zone”. But there are so many things out of our reach, why build walls to limit us even more?

The difference between „want” and „really really really want” is very simple. If I *want* a bottle of water, I buy it, because it's cheap and I want it. If I *want* a diamond ring, I don't buy it because it's too expensive. But if I *really really really want* a diamond ring, then I sell my car or work extra for half a year and buy it! Just that we end up never doing anything that is uncomfortable or difficult, unless we are forced to.

Equilistri is about going out there - we don't just open windows in these walls, we move the walls, slowly but surely.

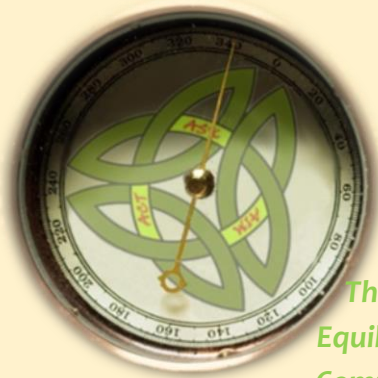
The Equiltri Compass

To take a journey you need to at least know where you want to go, map and a compass. In real terms, you need to know what you really want to do in your life, how to achieve it and how to start. **The Equiltri Compass does a lot more than show north, it helps you figure out what you want to do with your life, it points the direction you really want to go and helps you build your own map.**

However, the first thing you need to know is that Equiltri *will never tell you what to do, it does not have the right answers to your questions, it has the right questions to help you find your answers.*

The compass is split in 3 parts: ASK, AIM, ACT. (For the curious, the 3 parts are called „quetras”. The three quetras form the „Triquetra”, the symbol of Equiltri. The Triquetra has 3 meanings or uses, the compass being the first one).

Each quetra (part) has three questions (yes, I know, everything is made of 3. That is why it's called EquilTRI ☺).



*The
Equiltri
Compas*

ASK

This is the quetra of self-awareness, the part where you understand yourself and what you really really really want from life. **The first question is „Where are you?”** If you don't know where you are, you can't really use the map.

Well, partially you know where you are. Inside your **Comfort Zone**. What you really want to know is what your walls, your limits are.

There are 9 areas of life, and they will be explained to you by your trainer, mentor or counselor.

The Equiltri Map



We will take a picture of the present, a snapshot of our perception of life right now. The question is how happy/satisfied are you with your life right now, area by area, on a scale of 0 to 9, where 0 is the worst and 9 is the best, and how would you like it to be.

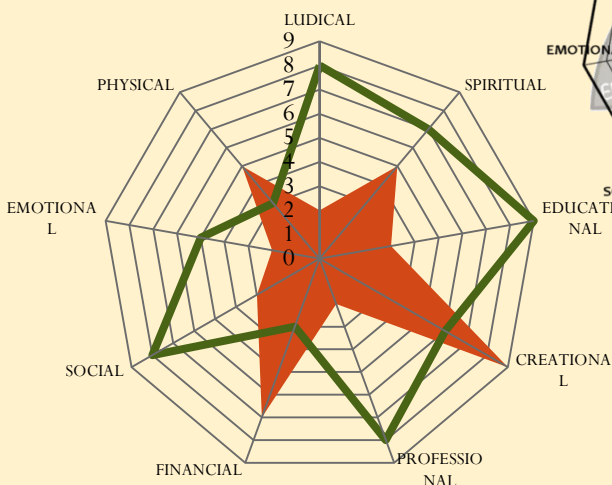
We will place the self-evaluations on a radial graph, as in the example below.

Use extreme marks (0, 1

or 8, 9) with caution!

Do not compare your graph with others, this is not a beauty contest, nor a benchmark!

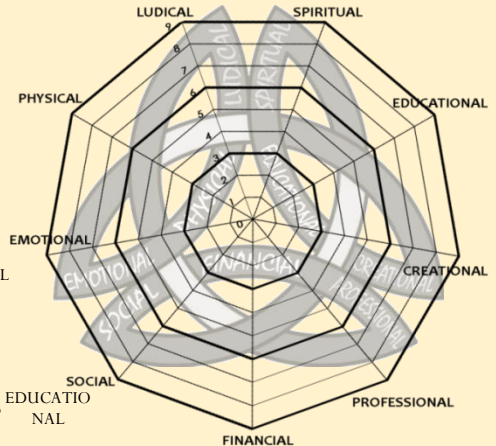
(There are several levels of analysis, this is the beginner's level)



■ REAL

■ WISH

The Equiltri Compass





This simple graph should show you areas of under and over-development, dissatisfaction sources and imbalances in your life.

The interpretation should be done in one of the activities that accompany this compass: either with your mentor, your support group or during the training/workshop/journey.

The next tools are for the results of activities part of the Equilitri Journey, or a standalone course/workshop/coaching/mentoring. Fill them up as instructed by your mentor / coach / trainer.

The Fairy Tale Character / The Avatar	

The Gap Month	The Bucket List

The Values Wall	The Needs Museum
The Fortune Teller / Notes / Tests	

The Bank

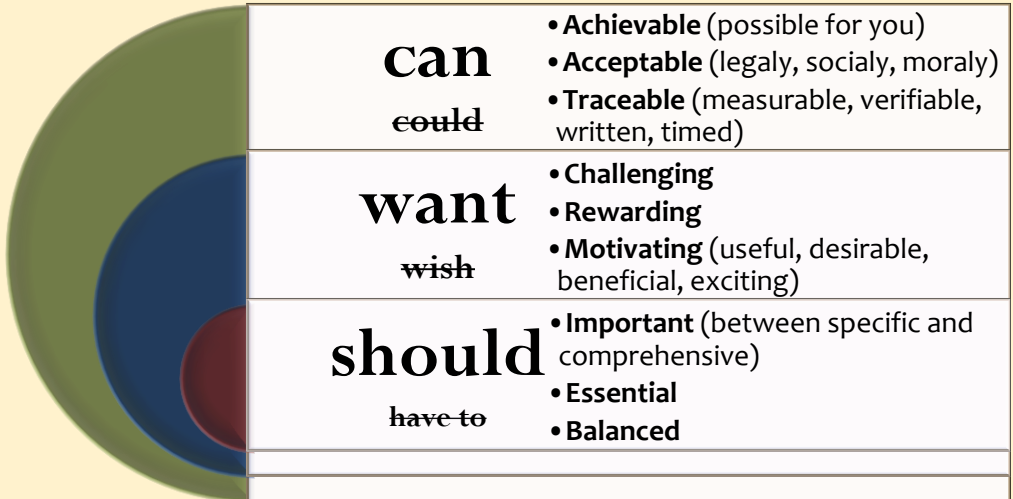
The **second** question is „Where do you want to go?“

Remember that limits are your walls. You want to be moving these walls. You want to push the limits of your own development. This is the time to set goals, objectives for yourself. What do you want to achieve in your life? What do you want to do, be, avoid or have?

The „secret“ to a happy life is balance, **equilibrium**, the “secret” to success is **focus**. Everyone knows these „secrets”, few ever use them. Try not to put all your eggs in one basket (don't put too many goals in one single area / quetra). In some areas you might not want any goals at all - it's ok. You should, however, have at least one goal in each of the 3 major quetras: the relationship with yourself & kin (physical, emotional, ludical), with others (financial, social, professional) and with the world (educational, creational, spiritual). Your mentor/coach/trainer will explain this to you in detail.

Think what you want to change about you during the short, medium and long terms. Choose a timeframe for your plan.

Short term can be anywhere between 3 months and 3 years, medium is 3 to 9 years, long term is over 9 years.



I want to:

✓ 1

✓ 2

✓ 3

✓ 4

✓ 5

✓ 6

✓ 7

✓ 8

✓ 9

Do you really want that? It is always wise to ask yourself **Why?** - the **third fundamental question**. You can even write it down for those moments when you will feel depressed and lose motivation.

I want that because....

✓ 1

✓ 2

✓ 3

✓ 4

✓ 5

✓ 6

✓ 7

✓ 8

✓ 9

This is the quetra of aims, the part of the trip when you draw your life-path on the map. The **first question is quite simple: “What are your steps?”** Just take each of your personal objectives from the previous page, **think of specific actions that you need to take in order to achieve them** and **assign a timeframe** (for how long you will do it, since when, until when, or how many times per day/week etc.).

Obj.	Actions
	EXAMPLE Objective X – I want to overcome my fear of water in 6 months starting in March next year. Step 1. Read about fear of water Step 2. Find a friend to help me learn how to swim Step 3. Learn how to stay in water without panicking Step 4. Learn how to float with the help of my friend Step 5. Take swimming classes for a month Step 6....
1.	



2.

3.

4.



15

5.

6.

7.

8.	
9.	

The **second** question is „**What are my resources?**” You can also think of who will help you. Then the third question is „**What are the obstacles?**”. We will put these both in one table.

For the 3rd column use the Equilistri tool 6, only after you finished the first 2 columns.



Obj.	Resources	Obstacles	leave empty
1.			
2.			
3.			



4.			
5.			
6.			



7.			
8.			
9.			

It is time for action. This quetra focuses on results. The **first** question is „**What are my milestones?**”

You need to measure success somehow and enjoy your victories, otherwise you lose motivation and give up. For example, if you just say „I want to learn better English during next year”, how will you know whether you achieved it or not? How will you know what it’s finished? How will you celebrate? If you say „I want to learn 100 new words in one month” or „I want to be able to speak to my flat mate fluently for 10 minutes without pausing”, you will be able to know when this happens and reward yourself. Rewards are incredibly important. Actually everything we do is based on rewards or discomfort avoidance, so don’t forget to **celebrate your milestones**. This will take a bit of writing, so get prepared for it. **Write down 3 milestones for each of your objectives.** (You can write more or less, but is less effective for short term goals)

Obj.	Milestones
1.	1.
	2.
	3.
2.	1.
	2.
	3.

3.	1. 2. 3.
4.	1. 2. 3.
5.	1. 2. 3.
6.	1. 2. 3.
7.	1. 2. 3.

8.	1. 2. 3.
9.	1. 2. 3.

Until now everything we have done has been self-oriented, focused on our goals, our path. However, everything we do has an impact on someone or something. As a traveler, your steps will leave footprints behind. How would you like to be remembered by the community that you work with? The **second** question is „**What will I leave behind?**”



**HUMAN
FOOTPRINT**



**INTELLECTUAL
FOOTPRINT**



**ARTISTIC
FOOTPRINT**

The Personal Footprint

The **third** and last question is „ **What did I learn?**”

As we go through experiences in life we can grow or stay the same. It is a matter of choice. By default, we are not built to be asking yourself what we have learned from an experience. For a limited few it happens naturally. For most of us, we have to learn how to grow.

The easiest way to understand this is with an example. I'll share from my experience, as it is easier for me.

For years I wanted to learn how to swim, and I was afraid of water, so, after mapping my goals with EquiliTri, learning how to swim became an important and clear goal for me. The steps were to go to swimming classes for 2 months, then regularly go to swimming pool twice a month. Great. So I signed up for swimming classes, and went there. I became quickly frustrated that everyone was learning how to swim fast, while I was struggling with overcoming my fear of water. After one month I quit and I didn't want to hear about swimming again.

This is FAILURE function. Let's now understand how SUCCESS functions.

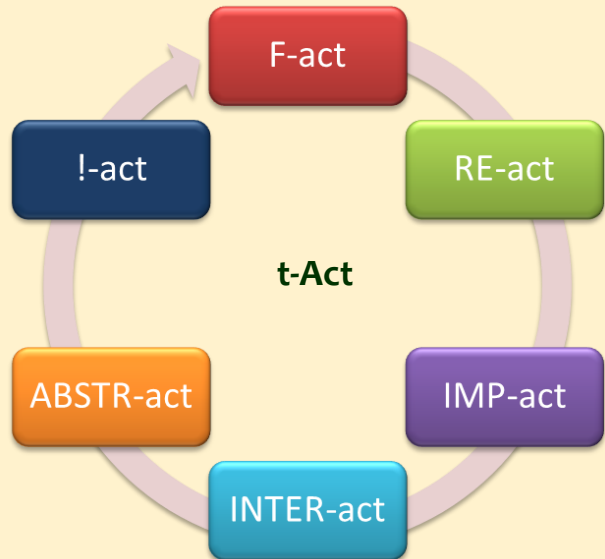
This is the actual real story. One year later, I chose to try again. But I had to understand what went wrong. Let's use the **t-act** for that.

1. **Fact** – learning has its origins in a specific experience, a Fact of life. These happen every day, but only a few of us are able to observe, understand, reflect, learn and better themselves through each experience.

So, what were the facts? I'm tempted to say that I tried really hard, but it was impossible or that the trainer was not paying attention to my fear of water, or that it was too cold or.... What we need is not an opinion, just what were the facts: I took swimming classes, they did not work out, and I did not manage to overcome my fear of water or to swim. That's it. Nothing more.

2. **REact** – To each Fact or experience happening to us we REact. It's natural, it's human, and, most of the times, this is where learning ends. We fail to see beyond our reactions. We just state them, or we are not even aware of them. For most people, Personal development through experiential learning is blocked here.

How did I react? In the face of great difficulty, I chose to give up.



3. **IMPact** – whether we are aware of this or not, every Fact of life has an IMPact on us, an emotional imprint that most of the time we do not see. It is difficult and sometimes unnatural to ask ourselves how we felt about a specific experience. Therefore, the learning process does not happen.

What was the impact of this experience on me? How did I feel? Well I don't like to ask myself these kind of questions, or even to think about it (that's why the learning process breaks here). But really, I felt defeated, afraid and I hated it, the feeling was so strong that I chose not to think about it again and avoid it. It's a powerful feeling, which can be a powerful motivator. Wouldn't it be nice if I could use this motivator to actually learn how to swim rather than avoid it?

4. **INTERact** – The next step in the learning process is to reflect, to INTERact with us, with the others, with the environment. We have to ask ourselves questions like "What do you think are the possible solutions? What are the causes? Why this happened? What if you did something different – what could you have done differently?"

What made me quit? It was too difficult. I tried to learn how to swim, but I was afraid to actually get into the water. What could I have done differently? Take it step by step. First, spend 2-4 months to get used to staying comfortably, without panicking in the water. Also, make „hold your breath under water" exercises for 2 weeks. And some other exercises that I discovered by simply searching it on the web. Then take swimming classes, then swim in shallow pool, then in a deeper one etc. etc.

5. **ABSTRact** – Forward, to transform this into learning, we have to capitalize on our process by ABSTRacting what happened. We have to understand what we have learned from this, how we can become better knowing through this experience.

What have I learned? I have to take it step by step, otherwise i get not to the learning zone, but the panic zone.

6. **act** – The final step of learning is the resolution to act. "After this experience, next time I will act differently". This is the step where we form new behaviors, decide how we will act next time in a similar situation.

You know what? In 2013 **I put this learning into action.** It took me less time than I even thought, and now I am no longer afraid of water and can swim!

Try it.

We hope that the Equilistri Compass was useful to you. We remind you that this Compass can be used only in conjunction with an Equilistri training course, or Equilistri mentoring, coaching, support groups and its contents are subject to copyright. **This publication and its content cannot be modified, multiplied or used commercially without the permission of the author.**

A bit about the author of Equilistri and the team behind it. Equilistri has been developed by **Teolin Codreanu**, an international trainer and project manager from Romania. In over 10 years of training and coaching with over 15 different organizations, he worked with people from more than 50 countries across the globe.



You can find more info on the professional website: www.teolin.info



EQUILITRI

Italy, Macedonia and Malta.

The team that transformed Equilistri from idea to reality started with CADDRU Romania (www.caddru.ro) in 2009 and continued with the Equilistri 2009-2018 Programme expanding into a network in India, Romania, China, Cambodia, Vietnam, Turkey, Lithuania, Portugal, Croatia,

The Equiltri Network now has now a strong and motivated team in several countries in Europe and we are proud to have our ranks joined by the following trainers and project managers:

- Sara Andrade, Filipe Alves, Aida Soarez & Jorge Ramos from Portugal
- Jevgenija Avedenij, Margo Karachanova, Liana Mogisaite & Ana Prijemskaja from Lithuania
- Roberto Toscano, Fatbardth Lame & Giuseppe Demarinis from Italy
- Petra Lovosevic from Croatia
- Joanna Rybacka-Barisic from Croatia/Poland
- Mihaela Oancea, Alin Cuza, Alina Domnu, Vlad Cosa, Mihaela Jurj, Cami Dragomir, Dragos Codreanu, Alexandra Moaca & Cristina Nedeianu from Romania
- Darko Sarakinov from Macedonia
- Alphonse Zammit from Malta
- Umut Suvari from Turkey



We hope you enjoyed your journey and we invite you to leave a thought on the Equiltri Facebook page or join our projects and trainings in the future which you can find on the official page: www.equiltri.org



Inside

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“This project has been funded with support from the European Commission. This publication reflects the views only of the author, and the Commission cannot be held responsible for any use which may be made of the information contained therein.”