



LIVING YOUR ALL®

There's a growing unease threading through today's workforce, a sense of being pulled in too many directions with too little support. Words like "tired," "overwhelmed," and "uncertain" are being shared openly, even by those in leadership positions. And it's no wonder.

We're living through what many experts are calling a super cycle of change, an era defined by nonstop disruption across climate, politics, technology, economics, and culture. Unlike earlier waves of change that came with a sense of resolution or hope, like a vaccine on the horizon during COVID, today's change feels constant, accelerated, and indefinite.

Burnout is at an all-time high. Engagement levels have plummeted to their lowest point since 2014. And a new phenomenon is surfacing: "quiet cracking." It's the slow unraveling that happens before burnout fully sets in, a withdrawal or hollowing out, often met with organizational silence or denial. In this environment, being overworked is seen as a badge of honor rather than a red flag.

So, how do we respond?

We start by shifting the conversation and rethinking how we lead, how we work, and how we live, starting with ourselves.

This is the foundation of Living Your All®.

It's not a wellness perk or a temporary fix. Living Your All® is a model for leading with wholeness, a framework that empowers individuals, teams, and organizations to move from exhaustion to intention, from fragmentation to alignment, and from short-term output to sustainable excellence.

This Action Step will help you begin your own journey toward Living Your All®.

The Five Paradigm Shifts

Before we introduce the Living Your All® framework, let's start by shifting our thinking. Living Your All® asks us to challenge long-held assumptions about how we work, lead, and live, and instead adopt a new mindset grounded in wholeness, sustainability, and intention.

These five paradigm shifts are the foundation for this new way of thinking:

1. **Well-being is not a detriment to productivity; it's a driver.**

Too often, conversations about well-being are framed as a trade-off. The underlying message is: yes, well-being is important, but we really need to be productive right now. We hear things like, "This is a 24/7 environment," or "We have to meet the demands of our clients." But that's a false dichotomy. What if well-being was the very thing that fueled our performance? What if it helped us meet those demands more effectively, creatively, and sustainably? We need to shift the conversation so that well-being and ambition are no longer seen as competing priorities, but as forces that can sit at the same table. Both can be true at the same time.

2. **Productivity happens in both the push and the pause.**

We're often taught that productivity comes from constant motion: long hours, back-to-back meetings, and relentless urgency. But some of our best thinking doesn't happen in the push. It happens in the pause. In the quiet of a walk that sparks a breakthrough. In the stillness that allows new ideas to surface. When we expand our definition of productivity to include rest, reflection, and creativity, we create space for deeper insight and more innovative work. This isn't about slowing down for the sake of it. It's about building in time to breathe, so we can respond with clarity instead of reacting out of pressure.

3. **Purpose lives at the intersection of work and life, not in opposition to it.**

When we talk about "work-life balance," it implies a tug-of-war, as if our lives must be split into opposing buckets. But that's not how humans live. We are whole people, not divided selves. Purpose doesn't belong exclusively at home or only at work. It shows up in how we lead, how we contribute, and how we find meaning in everyday moments. Younger generations in particular are demanding a new model, one that includes money, yes, but also mission and well-being. Purpose is the throughline that connects who we are with how we show up in every space.

4. **Burnout is a shared responsibility.**

Many organizations still treat burnout as an issue of individual resilience. But you can't fix systemic problems with personal coping strategies. What we need is a shared responsibility model. We have to examine the actual drivers of burnout—workload, control, recognition, values alignment—and design better systems. Otherwise, we're just handing out umbrellas in a hurricane.

5. **Wholeness is a leadership imperative.**

We are not meant to be one-dimensional. Our power lies in our wholeness, in all the identities, experiences, and strengths we bring. Yet, some workplaces reduce people to a single identity: employee. Leaders have a unique opportunity to change that. When you embrace your own wholeness and recognize yourself as a multi-dimensional human, you begin to see and honor that in others. And that's where transformation begins.

The Me/We/Us Model

At the heart of Living Your All® is a powerful yet simple idea: when individuals thrive, teams thrive. And when teams thrive, organizations are positioned to flourish. This transformation begins with a deep understanding of the Me/We/Us model and the three interconnected pillars that support it: Clarity, Alignment, and Momentum.

In the Living Your All® framework, growth and well-being are addressed at three levels:

- **Me:** the individual level
- **We:** the team or collective level
- **Us:** the organizational level

The journey begins with the “**Me**” - recognizing that leadership starts with self-leadership. When individuals take time to reflect on their purpose, values, and energy, they begin to make more intentional choices. They stop operating on autopilot and start showing up in ways that feel aligned with who they are and what matters most.

From there, it expands to the “**We**” - the team. As individuals develop clarity, they become more equipped to lead others with empathy and awareness. At the team level, leaders can create environments that support psychological safety, encourage shared purpose, and foster healthy, sustainable momentum. When teams operate from this space, collaboration and creativity deepen.

Finally, it scales to the “**Us**” - the organization. Systemic change happens when organizations embed wholeness, flexibility, recognition, and trust into their structures and policies. This model reminds us that individual thriving is not separate from team performance or business results. When we invest in all three levels, we create the conditions for people and organizations to thrive.

To bring this model to life, the Living Your All® framework is supported by three interconnected pillars: Clarity, Alignment, and Momentum. Each pillar builds on the next, guiding individuals and teams from intention to impact in ways that are both sustainable and deeply human.

1. Clarity: Anchored in Purpose, Passion, and Possibility

Clarity is the foundation of Living Your All®. It helps us shift from reactivity to intention, giving us a focused vision for how we want to live and lead. At the **Me** level, clarity invites individuals to reflect on their identities and values: Who am I when I show up as a caregiver, a leader, a creative, a colleague? Who gets the best of me and who gets the rest of me?

Clarity is built by exploring three powerful dimensions:

- Purpose: What deeper “why” anchors my life and leadership?
- Passion: What energizes me and sparks creativity or joy?
- Possibility: What does this moment in time make possible?

At the **We** level, leaders can help their teams find clarity by linking everyday work to shared meaning. Asking questions like “Why does this project matter?” or “When are you at your most creative?” fosters connection and purpose. At the **Us** level, organizations can support clarity by clearly communicating their vision and values, and making sure people understand how their work contributes to something greater.

2. Alignment: Built through Permission, People, and Power

Alignment brings clarity to life. It helps us turn insight into action by ensuring that our habits, relationships, and decisions reflect our values. When we're aligned, life feels integrated rather than fragmented.

At the **Me** level, alignment begins with giving ourselves permission to set boundaries, to pursue what matters, and to let go of limiting beliefs. It also means reflecting on people: Who supports me? Who drains me? Who do I uplift, and who uplifts me? Strong relationships create cycles of giving and receiving.

Alignment also requires us to tap into our power to speak up, use our strengths, and take ownership of how we spend our time and energy. This might mean reclaiming time for rest, saying no to something that doesn't align, or simply recognizing that our own lives are enough, just as they are.

At the **We** level, leaders create alignment by fostering psychological safety, encouraging autonomy, and becoming true resources for their teams. And at the **Us** level, alignment is about designing systems that make thriving possible, not something individuals have to fight for on their own.

3. Momentum: Sustained with Practices, Pause, and Presence

Momentum is what makes Living Your All® sustainable. Rather than relying on short bursts of energy or motivation, momentum helps us build long-term progress through intentional rhythms and rituals.

At the **Me** level, momentum starts with the daily habits that align with who we want to be. Even small shifts, like taking a walk, drinking more water, or starting a gratitude list, can have a powerful impact over time.

Momentum also requires space to pause. Creativity and clarity don't come from nonstop motion. They come from rest, reflection, and room to think. A quiet moment or even a few deep breaths can become a reset button in a busy day.

Finally, momentum is grounded in presence - the ability to see what's working, not just what's missing. One simple practice is taking 60 seconds to write down everything that's gone well in the past two months. This kind of reflection re-centers us in progress and possibility.

At the **We** level, leaders can build momentum by modeling healthy rituals and honoring breaks. Team check-ins, recognition of effort, and space to reflect all contribute to a more grounded, connected team. At the **Us** level, momentum becomes part of the culture when organizations design with spaciousness in mind and value sustainability over constant urgency.

Take Action

Living Your All® begins with intentional choices. Here's how to put the model into practice.

- **Reflect on Clarity:** Take 5 to 10 minutes to identify your purpose, passions, and what this season of life is making possible. Ask yourself, What matters most to me right now?
- **Realign with Intention:** Audit your time, energy, and relationships. Where are you giving too much? Where do you need to give yourself permission to say no or to say yes to something new?
- **Build Momentum:** Choose one simple daily practice that supports your thriving. This could be a short walk, journaling, or a moment of stillness. Small steps create lasting change.
- **Lead with Wholeness:** As a team leader or peer, model these behaviors. Make space for purpose-driven conversations, encourage reflection, and recognize what's going well.
- **Design for Sustainability:** If you're in a position to influence systems, ask yourself, Are our structures helping people thrive or just survive?

You don't need to do it all at once. Choose one action item and begin there. Living Your All® is a journey, not a sprint.

Want Support Putting This Into Practice?

As a DFA member, your organization has access to exclusive resources designed to help you activate the Living Your All® framework at the Me, We, and Us level. Whether you're just starting or ready to scale your efforts, we're here to help you embed this model into the heart of your culture.

- **Strategy Session** – Each member organization receives a one-hour strategy session annually. Use this time to explore how Living Your All® can take root in your workplace.
- **Policy Review** – Already building systems that support thriving? Submit your policy for a tailored review with actionable recommendations that align with Living Your All®.
- **Advisory Hours** (Champion & Leader level members) – Access up to 2 (Leader) or 4 (Champion) hours of one-on-one advising to deepen your impact. Whether you're designing a pilot program, navigating change, or looking for next-step ideas, we'll help you bring the vision to life.
- **Customized Trainings and Workshops** – Members receive discounted pricing on bespoke trainings and workshops designed to fit your organization's needs.

Connect with the DFA team to learn how we can help you build a thriving, human-centered culture.