



Don Eash Coaching

AUTOPILOT

THE RIGHT ALTITUDE · GRAVITY SERIES

Your People Pleasing Diagnostic

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YOUR ZONE

Override Failure

Total score: 85 of 120

The system you have built around taking things on, holding things together, and keeping others moving has run so long and so hard that it no longer feels like a choice — it feels like you. At 85 out of 120, you are in Override Failure, which means the automatic patterns are not just active, they are running the show. The cost is not coming someday. It is already here — in the decisions you are not making for yourself, the voice you are editing before it reaches the room, the version of your life that keeps getting deferred. What this report names is not a character flaw. It is a system that was built for a reason, has served a purpose, and is now costing more than it returns.

THE SHAPE OF YOUR AUTOPILOT

The five categories of your assessment, scored side by side. The loudest one — the category where the data clusters highest — is highlighted. That's the one driving the rest of the document.



Each category is scored from 0 to 24, with 24 being loudest. Total possible: 120.

YOUR LOUDEST CATEGORY: ABSORPTION

Absorption at 22 out of 24 is the loudest signal in this profile — and it does not run alone. When Duty is the engine, absorbing other people's weight does not feel like a burden, it feels like integrity. The cost is that you keep taking on what belongs to others while your own priorities sit waiting for a turn that rarely comes.

THE AUTOPILOT AUDIT

YOUR ENGINE: DUTY

Duty at 13 out of 15. This is the highest engine score in your profile, and it is not running on approval-seeking or fear of rejection. It is running on something that feels more principled than that — obligation. The people around you are counting on you. The work matters. The team needs someone who will hold the line. Stepping back, saying no, or drawing a limit reads, in the moment, as letting them down. That interpretation is the engine. It is what makes Duty so hard to put down: overcommitment does not feel compelled, it feels chosen. It feels like the right thing to do.

The problem is not that you care about the people who depend on you. The problem is that the engine has no off switch built into it. Duty, when it runs this high, does not distinguish between a responsibility that is truly yours and one that simply needs to be carried by someone — and you happen to be standing there. It will fill every available space. It will find the gap, the need, the person who is struggling, and it will tell you that the principled response is to step in. And you will, because that is who you are. Until it costs more than you have.

Worth at 11 out of 15 is the most active secondary engine here, and it quietly reinforces Duty by tying your value to what you produce for others. Fear at 9 adds a layer of consequence — not dominant, but present enough to raise the stakes when you consider pulling back. Harmony at 9 keeps you attuned to relational friction, which means that even when Duty does not demand action, the discomfort of disrupting the environment gives you one more reason to absorb rather than redirect. None of these engines are driving. But together, they are keeping the door open for Duty to walk through.

DISENGAGING 10%

1. Before you take something on, ask one question: whose problem is this, and what happens if I do not solve it? You do not have to answer out loud. You just have to ask before you move.
2. Name one thing currently on your plate that belongs to someone else. Not to argue about it — just to see it clearly. Absorption runs in the dark. Naming it brings it into the light where you can make a real decision.
3. Practice the gap. Between the moment someone presents a need and the moment you respond, introduce a pause — a breath, a beat, a deliberate wait. Duty accelerates. The pause is where your judgment lives.

That's the 10%. It feels small. It isn't.

THE HONEST YES

The practice for a Duty engine is not about caring less. It is about building a filter between the moment you see a need and the moment you move toward it. Right now, that gap is nearly zero — you see it, you feel the pull, you act. The practice is inserting a question into that gap: is this mine to carry, or am I choosing to carry it because I can?

That question will feel uncomfortable, possibly even selfish. That discomfort is the engine fighting back. Notice it. Name it. Then decide — not from the pull, but from a deliberate read of what is actually yours, what is actually needed, and what it will actually cost you to absorb this one more time.

WHAT'S GOING TO RESIST

Duty fights back by reframing restraint as failure. When you pause before taking something on, the engine will produce a reason why this particular situation is the exception — why the stakes are too high, the person too overwhelmed, the work too important to leave unattended. It will feel principled. It will sound like leadership. The signal that it is the engine and not your judgment: you will feel slightly agitated at the thought of not stepping in. That agitation is the tell.

Defend the practice for two weeks. Every yes that's real is a yes worth keeping.

THE BLACK BOX

Your mind will tell you the yes was necessary. The data won't lie.

Track every time you take on a task, responsibility, or emotional load that was not directly assigned to you. Write it down — not to judge it, but to see the volume. Note what the pull felt like, whether you paused before acting, and whether you would make the same decision if you had more time. After two weeks, read the list and look for the pattern: same people, same types of requests, same internal narrative that made stepping in feel required.

WHAT YOU'LL SEE

You will likely see more entries than you expected. Most of them will have felt, in the moment, like obvious choices. What the list will show you is that 'obvious' is doing a lot of work — and that the engine is generating that sense of obviousness, not your judgment.

WHAT FIGHTS THE DATA

The urge to stop tracking will show up around day four or five, when the list starts to feel like evidence against yourself. Keep going. The list is not an indictment — it is data. You cannot change a pattern you cannot see.

THE FLIGHT PLAN AMENDMENT

This is the section you're going to fill out. Not later. Now. You're not abandoning the flight plan — you're correcting it.

This is the working section of the report. The three buckets below are not exercises — they are decisions. Each one asks you to do one specific thing, in the real context of your actual life. You do not need to complete all three at once. Pick the one that creates the most internal resistance and start there. That resistance is pointing at the right place.

STOP ABSORBING

Identify one thing you are currently carrying that belongs to someone else — a task, a problem, or an emotional load. Write down what it would look like to hand it back or step back from it. Then write down what the Duty engine is telling you about why that is not an option, and decide whether you believe it.

What I'm handing back:

Who owns this now:

What I'm afraid will happen if I stop carrying it:

HAVE THE HONEST CONVERSATION

There is a conversation you have been deferring — with a colleague, a direct report, a manager, or someone in your personal life — where the real thing has not been said. Name the person, name the thing, and write one sentence that says it directly. You do not have to send it yet. You have to write it without softening it.

The conversation I've been avoiding:

What I actually need to say:

What I'm afraid will happen if I say it:

STATE ONE NEED OUT LOUD

Pick one thing you need — in your work, your team, your relationships, or your own life — and say it out loud to someone who can actually do something about it. Not as a request wrapped in an apology. Not as a suggestion. As a need. Write the sentence first. Then say it.

The need I'm stating:

How I'll say it (without qualifying):

What I expect to feel when I ask:

THE FIRST 30 DAYS

WEEK 1

This week is about mapping what you are carrying that was never officially assigned to you. Not changing it yet — just seeing it with enough specificity that it stops feeling like the normal state of things. You cannot redirect a load you have not clearly identified.

1. Start the absorption tracker described in the Black Box section. Write down every task, responsibility, or emotional load you take on that was not directly assigned to you. Volume matters — capture all of it.
2. Identify the three people in your current environment who most consistently create absorption pulls for you. You do not need to do anything with this information yet. Name them.
3. Before you take on anything new this week, insert a ten-second pause. Ask: is this mine, and what happens if I do not do it? Record your answer and your actual decision.

The tracker will feel tedious by day three. Keep going. The tedium is part of the data — it tells you how automatic this has become. If it felt like nothing, it would not resist being written down.

At the end of the week, look at the list. Not to judge — to count. If the number is higher than ten, you have confirmation of what the score was already telling you. That confirmation is useful. Use it.

WEEK 2

This week you move from seeing the pattern to making one deliberate redirect. Not a policy change, not a difficult conversation — one specific instance where you hand something back or decline to absorb it. One is enough. One is a proof of concept.

1. From your week one list, choose one item that clearly belongs to someone else. Decide what handing it back looks like — and do it. Write down what the engine told you beforehand and what actually happened after.
2. Write the honest conversation sentence from the worksheet. Pick the person and the unsaid thing. Write one sentence that says it directly. Do not send it yet — just write it without softening the language.
3. At the end of each day, note one thing you did for yourself — your own priorities, your own work, your own needs — that did not come after everything else was done.

The redirect in item one will feel like a small thing. It is not. The first time you let something that belongs to someone else stay with them, you are demonstrating to the engine that the system does not collapse when you step back. That demonstration matters more than the size of the item.

Did the thing you handed back actually fall apart? If yes, note what that tells you about the system. If no, note what the engine told you would happen. The gap between the prediction and the reality is where the work lives.

WEEK 3

This week is about voice — saying the thing you have been editing. Not everything, not all at once. One sentence, to one person, that says what you actually need or think without the softening that usually comes before it.

1. Send the honest conversation. The sentence you wrote in week two — or a version of it that still says the real thing — goes to the actual person this week. Deliver it in whatever format fits the relationship, but deliver it.
2. State one need out loud, as described in the worksheet bucket. Pick someone who can actually respond to it. Say it directly, without wrapping it in an apology or a disclaimer.
3. Continue the absorption tracker, but add one column: what I could have redirected and did not. This builds the habit of seeing the choice as a choice, not a given.

Sending the honest conversation will produce anticipatory discomfort that is larger than the actual event. That is the engine, not the reality. The discomfort before is almost always larger than the consequence after.

After you state the need out loud, notice what happens in your body and in the relationship. Most of the time, nothing collapses. Sometimes something actually shifts. Either way, you have data that the engine did not want you to have.

WEEK 4

This week is not about adding new actions — it is about holding what you have started. The pattern you are interrupting is old and well-practiced. The question for week four is whether the changes from the last three weeks are becoming deliberate habits or whether the autopilot is reasserting.

1. Review your absorption tracker for the full month. Write down what changed, what did not, and what you are still carrying that you know does not belong to you. Be specific.
2. Identify one structural change — a standing redirect, a boundary you will hold from here, a relationship where you will stop absorbing by default — and write it down as a commitment, not an intention.
3. Schedule thirty minutes with yourself to read the Black Box section of this report again with four weeks of lived data behind you. What hits differently now?

The engine will try to reframe the last four weeks as an exception — a temporary experiment now complete, time to return to normal. Normal is what produced this score. The question is whether you are building something different or taking a break from something familiar.

The measure at the end of week four is not whether you have solved the pattern. It is whether you can see it clearly, name it specifically, and make a deliberate choice rather than an automatic one. That is the work. That is what this month was for.

AFTER 30 DAYS

This report can show you the pattern, name the engine, and give you a plan to start working differently — but a coach or therapist can help you get to what the plan cannot.

Duty at this level is not just a habit. It is often an identity — a deep belief that your value to the people around you is what you carry for them. That belief does not shift through action plans alone. The deeper work is understanding where the obligation story came from, why stepping back still reads as a moral failure even when you know intellectually it is not, and what it would mean to be valued not for what you absorb but for who you are when you are not absorbing anything. That is work worth doing with someone who can go there with you.

Your access code is valid for 365 days. You can retake up to 3 times within that window — the first retake lands best after you've worked the 30-day plan. Each retake builds a comparison against everything in this document.

If the data says the practice isn't reaching the engine, that's not failure. It's information. A coach or therapist can help you get to what the plan can't.

— Don