



Don Eash Coaching

AUTOPILOT

THE RIGHT ALTITUDE

Your People Pleasing Diagnostic

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SECTION 1 — YOUR ZONE

Engaged

Total score: 59 of 120

You scored 59 out of 120, which places you in the Engaged zone. This means Autopilot isn't running your life unchecked — but it's running more than you think. You have some awareness of the patterns, and in certain areas you can catch yourself before the reflex takes over. But in other areas — particularly around identity — the system is deeply embedded, and the cost is compounding quietly. You're functioning well enough that most people around you wouldn't see a problem. That's exactly what makes this zone dangerous.

SECTION 2 — 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.

SECTION 3 — YOUR LOUDEST CATEGORY: IDENTITY

Your Identity score is 18 out of 24. That's not a personality trait. That's a system that has fused who you are with what you do for others — and it's the engine behind nearly every other pattern in this report.

SECTION 4 — THE AUTOPILOT AUDIT

YOUR ENGINE: WORTH

Your loudest engine is Worth, scoring 12 out of 15. Worth-driven Autopilot doesn't look like insecurity on the surface — it looks like high performance, tireless contribution, and an almost reflexive willingness to take on more. But underneath, the logic is transactional: I earn my place here by being indispensable. Every task you absorb, every conflict you avoid, every boundary you don't set — it's not random. It's a system designed to protect you from the one thing that feels unbearable: being seen as insufficient.

This engine is particularly difficult to interrupt because the rewards are real. People do value you. You do get recognized. The problem is that the recognition never sticks. It metabolizes almost instantly, and you're back to earning again. That cycle doesn't slow down with success — it accelerates.

Worth as an engine connects directly to your Identity score. When your value as a person is indexed to your output as a professional, rest feels like risk. Delegation feels like giving away the very thing that makes you matter. You're not avoiding boundaries or absorbing others' stress because you lack skill — you're doing it because the alternative requires you to trust that you matter when you're not producing. And that trust hasn't been built yet.

DISENGAGING 10%

1. Notice the moment you say yes to something and feel relief — not because the task excites you, but because agreeing quieted something anxious inside. That relief is the engine firing. Name it. You don't have to change it yet. Just stop letting it pass as normal.
2. Pick one recurring commitment this week that you took on primarily because it made you feel needed. Not because it was strategic, not because no one else could do it — but because it fed the equation. Write down what you're afraid would happen if you let someone else handle it.
3. Ask yourself this question before your next three commitments: Am I doing this because it matters, or because I need to matter? You don't have to answer out loud. You don't have to change your behavior yet. But you have to stop pretending the question doesn't exist.

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

SECTION 5 — THE HONEST YES

The practice for Worth isn't about doing less — not yet. It's about seeing clearly why you do what you do. Right now, your contribution and your identity are wired together so tightly that pulling them apart feels like self-destruction. So we start smaller. We start by building the muscle of noticing. Every time you volunteer, every time you stay late, every time you take something off someone else's plate — you pause and ask one question: What am I earning right now?

That question will feel uncomfortable. Good. Discomfort is the first signal that you're seeing the pattern instead of living inside it. Over time, the practice shifts from noticing to choosing — but you can't choose differently until you can see what you've been choosing and why.

WHAT'S GOING TO RESIST

What resists this practice is the deep, almost cellular belief that slowing down means falling behind — and falling behind means losing your place. Your system will tell you that this kind of self-examination is indulgent, that the real answer is just to work harder and stop overthinking. That voice isn't wisdom. It's the engine protecting itself. Expect it to be loud. Do the practice anyway.

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

SECTION 6 — THE BLACK BOX

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

Track the number of times per day you say yes to something and feel that specific internal relief — the exhale that comes not from excitement but from the reassurance that you're still needed. Keep a simple count. Don't judge it. Just make the invisible visible. After a week, look at the number and ask yourself what it would mean if it were half that.

WHAT YOU'LL SEE

Within two weeks, you'll start catching the moment before the yes — the half-second where you feel the pull but haven't committed yet. That half-second is the entire game.

WHAT FIGHTS THE DATA

You'll hit a day where you let something go, and someone else handles it fine — maybe even well. The engine will register that as threat, not freedom. Expect a wave of something that feels like irrelevance. It's not. It's withdrawal.

SECTION 7 — 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.

The Flight Plan Amendment isn't a to-do list. It's three specific moves designed to interrupt the pattern where it operates most automatically. Each one targets a different dimension of the Worth engine — what you absorb, what you avoid saying, and what you need but won't ask for. Pick one to start. Do it this week. Don't wait until you feel ready, because the engine will make sure that feeling never arrives.

STOP ABSORBING

Identify one task you've been carrying that belongs to someone else — not because they can't do it, but because you stepping in felt necessary to your sense of value. Hand it back this week with a clear, brief explanation. No apology.

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's a conversation you've been managing around instead of having directly — likely with someone who matters to you professionally. The avoidance isn't about diplomacy. It's about protecting how they see you. Have the conversation this week. Say what's true, not what's safe.

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

Name one thing you need from someone — your manager, your team, your partner — that you've been handling alone because asking felt like admitting inadequacy. Say it out loud, to them, this week. The need is not the weakness. The silence is.

The need I'm stating:

How I'll say it (without qualifying):

What I expect to feel when I ask:

SECTION 8 — THE FIRST 30 DAYS

WEEK 1

Week one is observation only. You are not fixing anything yet. You're building the ability to see the pattern while it's happening instead of after. This is harder than it sounds, and it's the foundation everything else depends on.

1. Start a simple tally — every time you say yes and feel that internal relief of being needed, mark it. Don't change behavior. Just count. Aim to notice at least three instances per day.
2. Write down the names of three commitments you're currently carrying that someone else could handle. Don't act on it. Just name them and notice what you feel when you imagine letting go.
3. At the end of each day, spend two minutes asking: Where did I earn today instead of lead? Write one sentence. No more.

This week will feel like you're doing nothing — and that feeling is the engine talking. Observation is not passivity. It's the first act of separating yourself from the pattern. If you skip this week because it feels too slow, you've just proven why it matters.

By Friday, look at your tally. If the number surprises you, you're paying attention. If it doesn't, go deeper — you may be counting the obvious ones and missing the reflexes that have become invisible.

WEEK 2

Week two is where you make your first visible move. You've spent a week watching the pattern. Now you interrupt it once — not to prove something, but to feel what happens when the engine doesn't get what it expects.

1. Take one of the three commitments you identified last week and hand it to someone else. Be direct about it. No over-explaining, no apology, no hovering afterward to make sure they do it right.
2. Say no to one request this week — something you would normally say yes to on reflex. Notice the internal response. Write down what the engine tells you about that no.
3. Have the honest conversation you identified in your Flight Plan Amendment. Keep it under five minutes. Say the true thing.
4. At the end of the week, review your daily tallies. Has the number shifted? Has your awareness of the moment before the yes sharpened?

The engine will try to reframe your no as selfishness and your boundary as abandonment. It's wrong. You'll feel it in your chest. Let it be there and act anyway. The goal isn't comfort — it's clarity.

Check in with yourself: Did handing off that commitment change how the other person sees you, or did it only change how you see yourself? That distinction matters more than anything else this week.

WEEK 3

Week three is about practicing the question that dismantles the Worth engine: Am I doing this because it matters, or because I need to matter? You ask it before every significant commitment this week. Every one.

1. Before each meeting, each volunteered task, each extra hour — pause and ask the question. Write the honest answer in one line.
2. Identify one area where your need to be indispensable has actually slowed your team down. Name it specifically. Consider what it would look like to step back.
3. State the need you identified in your Flight Plan Amendment — say it out loud to the person who needs to hear it. No framing it as a suggestion. State it as a need.
4. Review your daily tallies from the past two weeks. Look for the pattern — when does the engine fire hardest? Time of day, type of request, specific people?
5. Ask one trusted person this question: What would change if I did less? Listen to the full answer without defending.

This is the week where the engine fights hardest, because you're no longer just observing — you're actively choosing differently. Expect a dip in how you feel about yourself. That dip is not evidence that you're failing. It's evidence that you've been outsourcing your self-worth to your output, and the supply just got interrupted.

By the end of week three, you should be able to name your top three Worth triggers — the specific situations where the engine fires fastest and loudest. If you can't name them yet, spend the weekend reviewing your notes until you can.

WEEK 4

Week four is integration. You're not adding new practices — you're pressure-testing the ones you've built. The question this week is whether you can hold the new pattern when the old system pushes back hardest.

1. Maintain your daily tally, but add a second column: moments where you caught the engine and chose differently. Track both.
2. Revisit the commitment you handed off in week two. Assess it cleanly — did the work get done? Did anyone suffer? What story did you tell yourself about it?
3. Have a second honest conversation — different person, different topic. Apply what you learned from the first one. Notice if it's easier or if the resistance shows up in a different form.
4. Write a one-page letter to yourself about what you've learned in thirty days. Not what you've accomplished — what you've seen. Keep it. You'll need it when the engine tries to pull you back.

The temptation in week four is to declare victory or declare failure — both are the engine looking for resolution. This work doesn't resolve. It evolves. The question isn't whether you've fixed the pattern. It's whether you can see it clearly enough to keep choosing.

Ask yourself: Do I know the difference between being valuable and being needed? If the answer is starting to feel different than it did thirty days ago, you're moving. If it still feels the same, go back to week one and go slower. There's no penalty for repetition — only for pretending.

SECTION 9 — AFTER 30 DAYS

Autopilot didn't install itself overnight, and it won't disengage overnight. But it can disengage. The fact that you're reading this report means the pattern no longer has the advantage of invisibility.

Your worth was never the thing you had to earn. It was the thing you had to stop earning long enough to notice it was already there. That's the work ahead — not doing more, but trusting that you are enough without the proof.

Your access code is valid for 365 days. Retake the assessment any time within that window to see what's shifted. The comparison builds on 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