



Don Eash Coaching

COACHED CENTER OF GRAVITY

THE RIGHT ALTITUDE

Your Independence and Dependence Diagnostic

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SECTION 1 — YOUR ZONE

Locked

Total score: 87 of 120

You are the person everyone leans on, Jordan — and at 87 out of 120, that role has stopped being a choice. The score lands you in Locked, where the pull toward carrying everyone else's weight has become automatic, not deliberate. Your direction is clear: you over-absorb. The work others should be doing, the feelings others should be sitting with, the gaps others should be closing — they find their way to your desk before anyone asks. The one place you hold back is your own voice in decisions, and that gap tells the whole story.

SECTION 2 — THE SHAPE OF YOUR GRAVITY

The five categories of your assessment, scored side by side. The loudest one — the category pulling hardest — 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 CATEGORIES

Each category read at your specific score and direction — what it means at this level and where the weight sits.

DECISION OWNERSHIP — 5/24

At 5 out of 24, this is the quietest category by far — and in an over-absorbing profile, that's revealing. You make decisions readily, even alone, but the pattern reads mixed: you'll own the call, then carry the fallout for everyone affected by it. The ownership isn't the problem. It's that owning the decision becomes one more thing you shoulder solo while absorbing the emotional weight of how it lands.

LOAD DISTRIBUTION — 22/24

At 22 out of 24, this is over-absorbing at full volume. You take on work that belongs to others, reabsorb tasks you've delegated, and treat a full plate as proof you're doing the job. In practice, this means your team is lighter than it should be and you are heavier than you can sustain — and neither of you is growing because of it.

EMOTIONAL LOAD — 20/24

At 20 out of 24, you carry the room's feelings as if they were assignments. When someone's struggling, you absorb it, manage it, smooth it — Q17, Q19, and Q21 all point to a person who can't be okay until everyone else is. That's the Harmony engine running hot. The cost is that you're metabolizing emotions that were never yours to digest, and there's no off switch.

SUPPORT STRUCTURE — 20/24

At 20 out of 24, you are the support structure — for everyone but yourself. Your answers show someone people come to constantly, and someone who rarely goes anywhere with their own weight. This is over-absorbing: support flows one direction, outward, and the reservoir doesn't refill. You've built a system where being needed is the only role available to you.

IDENTITY ANCHOR — 20/24

At 20 out of 24, your sense of who you are is fused to how much you carry. Q33, Q35, Q37, and Q38 read like a person whose identity rests on being indispensable. This is over-absorbing at the root — if you stopped carrying, you're not sure what would be left. That's the question underneath all the others.

SECTION 4 — WHERE IT PULLS HARDEST: LOAD DISTRIBUTION

Load Distribution at 22 out of 24 is the loudest signal in your profile, and it points squarely toward over-absorbing. You take on the work that belongs to other people and call it leadership — the Worth engine running underneath it, telling you that your value comes from how much you carry. The more you absorb, the less room anyone around you has to grow into the weight they should be lifting.

At 22 out of 24, Load Distribution is nearly maxed, and every answer in this block points the same direction. You don't delegate so much as you reabsorb — you hand something off, then quietly pull it back when it gets hard or slow or imperfect. Your answers on Q9, Q10, Q12, and Q13 read like a person who measures a good week by how full their own plate got. That's not stamina. That's a worth equation that only balances when you're the one straining.

The cost is specific. The capable person on your team who could have owned that project never got the reps, because you took it back the moment it wobbled. They didn't grow. You didn't rest. And the next time something needs carrying, it comes to you by default — because you've trained everyone, including yourself, to believe that's where it belongs.

SECTION 5 — HOW THEY COMPOUND

These three move together and they reinforce each other. Load Distribution at 22 keeps your hands full, Emotional Load at 20 keeps your attention pulled toward everyone else's state, and Support Structure at 20 means there's no one catching you while you catch them. The loop is self-sealing: you carry the work, you carry the feelings, and because you've positioned yourself as the giver of support rather than a receiver of it, there's no relief valve anywhere in the system. Each category makes the others harder to put down — which is exactly why being needed has started to feel like the only version of you that exists.

SECTION 6 — THE GRAVITY AUDIT

YOUR ENGINE: WORTH (OVER-ABSORBING)

You carry. That's the through-line in nearly every answer past Q9 — the load is yours, the worry is yours, the people around you are yours to hold. Your Load Distribution sits at 22 of 24, and the answers underneath it aren't about being asked. You're volunteering. You take the work before anyone hands it to you, and somewhere along the way that became the proof that you matter.

The engine is Worth: your value comes from how much you carry for others. Notice that your Decision Ownership is low — a 5 — which means you're not hoarding decisions. You're hoarding the burden. You'll let others decide, then quietly absorb the weight of making it work. That's the tell. This isn't control. It's a belief that if you ever set something down, you'd have less reason to be in the room.

Emotional Load (20), Support Structure (20), and Identity Anchor (20) all move in the same direction and feed the same engine. The emotional answers show you tracking everyone's state and managing it. The support answers show you as the one others lean on, rarely the reverse. And the identity answers reveal the cost — you've built who you are on being the person who holds it all. Each one tells the same story from a different angle: setting the load down doesn't feel like relief, it feels like disappearing.

DISENGAGING 10%

1. Pick one load you carry that someone else could carry adequately — not perfectly. Hand it over this week, in full, and resist the pull to check on it. The discomfort you feel is the engine, not evidence that you were needed.
2. When you notice yourself absorbing someone's stress or task automatically, pause and ask whether they actually asked you to. Most of the time they didn't. You're filling a role no one assigned. Let the silence sit instead.
3. Say no to one request that you'd normally take on out of obligation. Don't explain it into the ground. A short no is a complete sentence. Watch what doesn't fall apart.

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

SECTION 7 — THE RECALIBRATION PRACTICE

Each morning, before the requests start arriving, write down the three things that are actually yours to carry that day. Not the things you could carry — the things that are yours. Everything else goes on a second list labeled with the name of the person it actually belongs to.

The point isn't organization. It's separation. You've spent years treating every load in the building as yours by default, and this practice forces a daily decision about ownership. Over time, the second list gets longer, and you start to feel the difference between what you carry and what you collect.

WHAT'S GOING TO RESIST

What resists is the quiet panic that comes when a load leaves your hands. You'll feel like you've dropped a ball, or let someone down, or become less essential. That feeling is the Worth engine doing exactly what it does — equating your value with your weight. It will tell you that handing things off is selfish. It isn't. It's the only way the people around you get the chance to grow.

Defend the practice for two weeks. Every shift you hold is a shift worth keeping.

SECTION 8 — THE BALANCE LOG

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

Track every time you take on something that wasn't yours — a task, a worry, a problem someone else could have owned. Note who it belonged to, why you took it, and what you felt in the moment of taking it. You're not trying to stop yet. You're trying to see the size and frequency of the pattern, because right now it's invisible to you. It feels like just being responsible.

WHAT YOU'LL SEE

You'll see that you absorb far more than anyone asks you to. A pattern will emerge around certain people and certain feelings — guilt, the urge to fix, the fear of looking less than committed. The volume will surprise you.

WHAT FIGHTS THE DATA

What fights back is the story that this is just who you are. You'll want to defend the carrying as care, as work ethic, as leadership. Notice that defense — it's the engine protecting itself.

SECTION 9 — THE WEIGHT DISTRIBUTION

This is the section you're going to fill out. Not later. Now. You're not changing who you are — you're adjusting where the weight sits.

This is The Weight Distribution — the place where you start moving load off your own back and onto the people and structures built to hold it. You don't need to redistribute everything. You need to prove to yourself that you can set something down and the world stays standing. Pick one item per bucket. Small and real beats ambitious and abandoned.

REDISTRIBUTE ONE LOAD

Name one load you're carrying that belongs to someone else. Hand it over completely this week — not the easy 80 percent while you keep the hard 20. Full ownership, including the parts that make you nervous to release.

What I'm carrying that isn't mine:

Who should own this:

What I'm afraid will happen if I hand it over:

ASK FOR ONE INPUT

Find one decision or problem you'd normally work through alone and ask someone for their input before you act. You don't have to take it. You just have to let yourself need it. This is the muscle you've let go soft.

The decision I'm making alone that shouldn't be solo:

Who I'll ask and what specifically I'll ask for:

What I expect to feel when I ask:

HOLD ONE BOUNDARY

Identify one recurring request you say yes to out of guilt rather than capacity. Say no this week. Don't over-explain, don't offer a substitute, don't apologize three times. Hold the line and notice that the relationship survives.

The request I'm absorbing that isn't mine:

How I'll redirect it:

What I expect to feel when I say no:

SECTION 10 — THE FIRST 30 DAYS

WEEK 1

This week you map the collecting — every load you take that no one handed you. At 87, the volume is high, so you're not changing anything yet. You're seeing how much of what you carry was never assigned.

1. Keep a running list of everything you take on this week. For each, write who it actually belonged to and whether they asked. Don't change your behavior — just record it.
2. At the end of each day, mark which loads were truly yours and which you collected. Notice the ratio. It will be lopsided.
3. Pick the single load you'll redistribute next week. Choose something real enough to feel, small enough to actually release.

Don't fix anything this week. The instinct to act fast is part of the engine. Watch first.

By Friday you should have a list that surprises you. If it doesn't, you're filtering. Write down everything, including the small absorptions you'd normally dismiss.

WEEK 2

This week you set one thing down. The load you chose in Week 1 leaves your hands completely — and you sit with what that brings up.

1. Hand off the load you selected. Give full ownership, including the parts you'd normally keep. Be clear that it's theirs now.
2. Each time you feel the urge to check on it, write down the feeling instead of acting on it. Name what you're afraid will happen.

3. Notice what the person you handed it to actually does with it. They will likely handle it differently — and adequately.

The hard part isn't the handoff. It's not taking it back when the discomfort spikes. Leave it where you put it.

By week's end, ask yourself what fell apart. The honest answer is almost nothing. Hold onto that.

WEEK 3

This week you add a boundary. You've practiced releasing — now you practice not picking up in the first place.

1. Say no to one request you'd normally absorb out of guilt. Keep it short. No long justification, no consolation prize.
2. Ask one person for input on a decision before you act alone. Let yourself rely on someone, even briefly.
3. Track how the no and the ask both land. Note your fear beforehand against what actually happened after.

The short no will feel cold to you. It isn't. You're recalibrating from a baseline of over-giving, so neutral feels harsh.

If you over-explained the no, name where the guilt took over. That's the spot to work next time.

WEEK 4

This week you make it a rhythm. One handoff, one boundary, one ask — repeated until it's how you work, not a one-time exercise.

1. Redistribute a second load using what you learned in Week 2. Choose something slightly harder to release this time.
2. Run the morning practice every day — the two lists, what's yours and what isn't. Make the separation a habit.
3. Write a short note to yourself about who you are when you're not carrying everything. Keep it for the days the engine roars back.

The engine doesn't disappear in a month. It quiets when you stop feeding it. Expect it to return under pressure — and recognize it when it does.

Look back at Week 1's list. If your collecting has dropped even by a third, you've moved the balance point. That's real.

SECTION 11 — AFTER 30 DAYS

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 can help you get to what the plan can't.

COACH'S ANALYSIS

WHAT I SEE IN YOUR DATA

Here is what jumps out, Jordan. Your Decision Ownership sits at 5 out of 24 — the lowest score on the board, and that is the good news. You decide well. You are comfortable with incomplete information, you commit, and you do not spin. The core is solid. Everything else runs hot: Load Distribution at 22, then Emotional Load, Support Structure, and Identity Anchor all clustered at 20. The shape tells the story. The problem was never whether you can do the work. It is that you cannot stop doing all of it yourself.

YOUR LOUDEST CATEGORY

Load Distribution is the loudest at 22 of 24, and it is the one to start with. You are holding work that other people could carry — not because you do not trust them to decide, but because handing it off feels slower, riskier, or like it stops being yours. The direction here is over-absorbing. You pull weight toward yourself by default. The cost is not visible yet because you are still able to carry it. That is exactly why it is dangerous.

YOUR ENGINE

The loudest engine reads as indispensability — the quiet belief that your value is tied to being the one who holds it all. It is over-absorbing in direction. It shows up as a full plate you keep refilling, an advisory circle you have not built because asking for help feels like admitting the load is too big, and an identity that has quietly fused with being the person who never drops anything. The engine was not installed by ego. It was installed by being good — every time you absorbed more and delivered, the lesson got reinforced.

RECALIBRATION STRATEGY

Recalibration is not about decisions — leave that alone, it works. It is about distribution. The move is to make handing work off the default rather than the exception, and to build the advisory circle before you need it. Start by naming one thing each week that you are holding only because it is easier to keep it. Hand it to someone who can carry it, and sit with the discomfort of it being done differently. The goal is not to do less. It is to stop being the single point of failure.

COACHING PRIORITIES

Three things, in order. First, Load Distribution — pick the one category of work you absorb most and design the handoff. Second, Support Structure — you have no advisory circle, and at your level that is a liability, not a strength; we build it deliberately. Third, Identity Anchor — we look at what is left of you when you are not the one holding everything, because that question is coming whether you choose it or not.

WHAT I'D WATCH FOR

Watch for the moment you agree with all of this and then absorb the next thing anyway, because it is faster. That is the engine running. The pattern will not feel like a problem — it will feel like being responsible, being reliable, being the one who can be counted on. That is what makes it hard to interrupt. A coach or therapist can help you get to what the plan cannot: why being indispensable became the thing you are most afraid to give up.

— Don