

INKOSI GLOBAL

STORY AUDIT

*A Guided Journey from
Performance to Sovereignty*

What if you're already sovereign?

By

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Welcome

A letter from Carly

Something brought you here. Maybe you're exhausted from performing a version of leadership that doesn't feel like you. Maybe you've achieved everything you were supposed to achieve and still find yourself asking, "Is this it?" Maybe you sense there's more—a leadership that comes from who you actually are rather than who you've learned to be.

Whatever brought you here, I want you to know: that feeling is valid. And it's the beginning of everything.

This Story Audit is not a typical workbook. I won't ask you to set SMART goals or optimize your productivity. Instead, I'll ask you to look honestly at the gap between the leader you've been performing and the leader you already are.

The word "INKOSI" comes from Zulu, meaning "chief" or "sovereign leader"—one whose authority comes not from title, but from inherent presence and recognized wisdom. That sovereignty isn't something you need to earn or achieve. It's something you need to recognize.

Through these pages, you'll move through five explorations:

- Identity Insights — Examining the roles you play vs. who you are
- Purpose Revelation — Moving beyond your job title
- Values Alignment — Where are you compromising?
- Vision Creation — What becomes possible
- Authority Recognition — The sovereignty you already possess

Take your time. Be honest. Let yourself be seen—even if you're the only one looking.

The recognition you're seeking? It starts here.

In sovereignty,

Carly Lewis
Founder, INKOSI Global

How to Use This Workbook

CREATE SACRED SPACE

Find a quiet place where you won't be interrupted. This work requires honesty, and honesty requires safety. Turn off notifications. Close the door. Give yourself permission to be fully present with yourself.

GO AT YOUR OWN PACE

Some people complete this in one intensive sitting. Others spread it over a week, taking one section per day. There's no right way. Trust your rhythm. If something brings up strong emotions, pause. Breathe. Return when you're ready.

WRITE BY HAND IF POSSIBLE

There's something about putting pen to paper that bypasses our internal editor. Print this workbook if you can. Let your handwriting be messy. Cross things out. This is a working document, not a performance.

ANSWER FROM YOUR GUT

Your first answer is usually the truest. Don't overthink. Don't try to impress anyone—not even yourself. The goal isn't to write "good" answers. The goal is to write true ones.

NOTICE RESISTANCE

If a question makes you uncomfortable, that's information. Resistance often guards our most important truths. You don't have to push through—but do notice. Mark questions you want to return to.

"The cave you fear to enter holds the treasure you seek."

— Joseph Campbell

The Four Movements

This Story Audit is structured around the Four Movements framework—the path from performed identity to sovereign leadership.

01 AWAKENING

Recognizing the gap between performed identity and authentic self.

The moment you see the mask you've been wearing—and realize it's optional.

02 ALCHEMY

Transforming limiting beliefs into sources of strength.

What once held you back becomes the foundation of your power.

03 CLARITY

Crystallizing vision, values, and authentic purpose.

Seeing with precision who you are and where you're called to lead.

04 EMBODIMENT

Living and leading from sovereign authority daily.

Not performing leadership—being the leader you already are.

HOW THIS WORKBOOK MAPS TO THE FOUR MOVEMENTS

Identity Insights & Purpose Revelation	→ Awakening
Values Alignment	→ Alchemy
Vision Creation	→ Clarity
Authority Recognition	→ Embodiment

01

IDENTITY

Examining the roles you play vs. who you are

Movement: Awakening

The Roles We Play

We all wear masks. They're not weaknesses—they're adaptations. Somewhere along the way, you learned that certain versions of yourself were more acceptable, more successful, more likely to belong. So you became those versions.

The Competent One. The Strong One. The One Who Has It Together.

These masks served you. They got you here. But they also cost you something: the energy required to maintain them, the parts of yourself you had to hide, the quiet exhaustion of performing rather than being.

This section isn't about judging your masks or throwing them away. It's about seeing them clearly—so you can choose consciously rather than automatically.

The first step toward authentic authority is recognizing performed competence. Let's look at the roles you've been playing.

"The privilege of a lifetime is to become who you truly are."

— Carl Jung

Exercise: The Roles I Play

List the roles you play in your professional life. Not job titles—identities. Who do you become?

At work, I am "The _____" (e.g., The Problem Solver, The Peacekeeper, The Exp

In meetings, I become "The _____"

Under pressure, I transform into "The _____"

With my team, I play "The _____"

With senior leadership, I become "The _____"

Which of these roles feels most exhausting to maintain?

Which role do you wish you could let go of?

Going Deeper: Role Origins

When did you first learn to play your most dominant role?

Think back. What situation taught you this was necessary?

What were you protecting yourself from by taking on this role?

What would you risk if you stopped playing this role tomorrow?

Exercise: The Mask Inventory

For each mask, rate how often you wear it (1=rarely, 5=constantly) and what it costs you.

MASK	FREQUENCY (1-5)	WHAT IT COSTS ME
The Confident One (hiding doubt)		
The Strong One (hiding vulnerability)		
The Busy One (hiding fear of stillness)		
The Agreeable One (hiding real opinions)		
The Expert (hiding uncertainty)		
The Caretaker (hiding own needs)		

Add your own masks:

Reflection: Who Am I When No One's Watching?

This is the most important question in this entire workbook.

When you're completely alone—no performance required—who are you?

What do you think about? What do you care about? What brings you alive?

What parts of this private self never show up at work? Why?

If your team could see this version of you, what would change?

The Gap Recognition

Awakening happens when we see the gap between who we've been performing and who we actually are. This isn't about judgment—it's about recognition.

Describe the gap you see between your performed self and your authentic self.

On a scale of 1-10, how wide is this gap right now?

What would closing this gap make possible in your leadership?

Section Insights: Identity

Before moving on, capture your key insights from this section.

The most important thing I discovered about my performed identity:

The mask that costs me the most energy:

One thing I want to do differently after this reflection:

"You've been playing a role so long, you forgot it was optional."

02

PURPOSE

Moving beyond your job title

Movement: Awakening

Beyond the Title

Your job title describes what you do. It doesn't describe who you are or why you're here. Purpose isn't a destination to reach—it's a thread that's been running through your entire life, often unnoticed.

The leaders who operate from authentic authority aren't just doing their jobs. They're fulfilling something deeper. They've connected their daily work to a larger meaning that energizes rather than depletes them.

This section helps you see the thread. Not by inventing a purpose, but by recognizing the one that's already there.

Your purpose isn't something you create. It's something you uncover.

"The two most important days in your life are the day you are born and the day you find out why." — Mark Twain

Exercise: Beyond the Title

Your current job title:

Now describe what you actually do without using that title:

Who benefits from your work? (Be specific—names, faces, real people)

What change do you make possible for them?

Reflection: What Would Remain

Imagine your title, company, and industry all disappeared tomorrow...

What work would you still feel called to do?

What problems would you still want to solve?

What would you do even if you weren't paid for it?

Exercise: Finding the Thread

Your purpose has been present your whole life. Let's trace it.

As a child, what did you naturally gravitate toward? What made you lose track of time?

As a young adult, what causes or problems felt personally important to you?

In your career, what projects have energized you most? What was the common thread?

What thread connects all of these? What keeps showing up?

Draft: Your Purpose Statement

This isn't meant to be perfect. It's a first draft—something to refine over time. Use this format as a starting point, then write freely.

I exist to help _____ (who)
_____ (do/experience what)
so that _____ (outcome/impact)

Now write it in your own words:

How does reading this make you feel? Does it resonate or need adjustment?

Section Insights: Purpose

Capture your key insights before moving on.

The thread I see running through my life:

What I now understand about my purpose that I didn't before:

How this understanding might change how I approach my work:

03

VALUES

Where are you compromising?

Movement: Alchemy

The Cost of Misalignment

Values aren't abstract concepts—they're the non-negotiables of your soul. When you live in alignment with them, you feel powerful, clear, and at peace. When you violate them, you feel the friction even if you can't name it.

Most leaders know their stated values—the ones on their company's wall or in their performance review. Fewer know their actual values—the ones revealed by how they spend their time, what they fight for, and what they can't let go of.

This is the alchemy section. We're going to look at where you're compromising, what it's costing you, and how to transform that misalignment into power.

The question isn't whether you have values. It's whether you're living them.

"When your values are clear to you, making decisions becomes easier."

— Roy E. Disney

Exercise: Values Inventory

Circle 10 values that resonate. Then narrow to your top 5. Then your non-negotiable 3.

Achievement	Adventure	Authenticity	Balance	Belonging
Challenge	Compassion	Connection	Contribution	Courage
Creativity	Excellence	Faith	Family	Freedom
Growth	Health	Honesty	Impact	Independence
Influence	Innovation	Integrity	Joy	Justice
Knowledge	Leadership	Learning	Legacy	Love
Loyalty	Peace	Power	Recognition	Respect
Security	Service	Simplicity	Spirituality	Stability
Success	Trust	Truth	Wealth	Wisdom

My top 5 values:

My non-negotiable 3:

Going Deeper: Your Core 3

Value #1: _____

What does this value mean to you specifically?

How does this value show up when you're living it?

Value #2: _____

What does this value mean to you specifically?

How does this value show up when you're living it?

Value #3: _____

What does this value mean to you specifically?

How does this value show up when you're living it?

Reflection: Where Am I Compromising?

Where in your current work are you violating your own values?

Be honest. No one else will read this.

Why have you allowed this compromise? What are you afraid of losing?

What is this misalignment costing you? (Energy, integrity, relationships, health?)

Your Values Declaration

Complete this declaration. Read it aloud when you're done.

I am committed to living by the values of _____,
_____, and _____.

When I am tempted to compromise these values, I will remember that
_____.

The leader I am becoming honors these values by
_____.

I release the need to _____ (old pattern)
and embrace my commitment to _____ (new way).

Signature: _____ Date: _____

Section Insights: Values

The value I most need to reclaim:

The compromise I'm no longer willing to make:

One specific action I'll take this week to live more aligned:

"Integrity is choosing your values over your comfort."

04

VISION

What becomes possible

Movement: Clarity

Permission to Envision

With the masks acknowledged, purpose uncovered, and values clarified, you can finally see clearly. This is the Clarity movement—where fog lifts and vision crystallizes.

Most leaders have been so busy performing that they've forgotten to dream. They've optimized for the possible rather than reaching for the meaningful. They've asked "What should I do?" instead of "Who do I want to become?"

This section gives you permission. Permission to envision a leadership that doesn't drain you. Permission to imagine work that aligns with who you actually are. Permission to believe that what you're longing for is possible.

Vision isn't fantasy. It's the first step toward reality.

"The only thing worse than being blind is having sight but no vision."

— Helen Keller

Visualization: The Leader I'm Becoming

Close your eyes. Imagine yourself 3 years from now, living and leading from authentic authority...

What does your typical day look like?

How do you feel when you wake up? When you go to sleep?

How do people describe you? What do they say about your leadership?

What have you stopped doing? What have you started?

Exercise: 90-Day Clarity

Vision without action remains a dream. Let's get specific about the next 90 days.

90 days from now, what will be different about how I lead?

What one mask am I committed to releasing?

What one authentic quality am I committed to expressing more fully?

What support do I need to make this real?

Your Vision Statement

Write a vision statement for the leader you are becoming. Write in present tense, as if it's already true. Let it be aspirational but believable.

MY VISION:

What excites you most about this vision?

Section Insights: Vision

The clearest insight I gained about my future leadership:

What I'm now ready to release to make this vision possible:

The first step I'll take toward this vision:

05

AUTHORITY

The sovereignty you already possess

Movement: Embodiment

What If You're Already Sovereign?

This final section asks the question that changes everything.

What if the authority you've been working so hard to earn is something you already possess? What if the recognition you've been seeking from others is actually the recognition you need to give yourself?

INKOSI means "sovereign leader"—one whose authority comes not from title, but from inherent presence and recognized wisdom. That sovereignty isn't something you achieve. It's something you remember.

This is the Embodiment movement. Where recognition becomes reality. Where you stop performing leadership and start being the leader you already are.

The question isn't "How do I become a leader?"

The question is "What's stopping me from recognizing the leader I already am?"

"What if you're already sovereign?"

Exercise: Evidence of Sovereignty

Your authentic authority has shown up before—even if you dismissed it. Let's find the evidence.

Describe a moment when you led from your gut, not your script. What happened?

When have others followed you not because they had to, but because they wanted to?

What do people come to you for—even when it's not your job to help?

Reflection: What I Already Know

What do you know about leadership that you've been afraid to trust?

What truth about yourself have you been waiting for someone else to validate?

If you fully trusted your own authority, what would you do differently tomorrow?

Practice: Daily Embodiment

Recognition isn't a one-time event—it's a daily practice. Design your embodiment ritual.

MORNING: How will you ground yourself in your authentic authority each day?

(e.g., meditation, journaling, affirmation, movement)

TRIGGERS: What situations tempt you to perform rather than be authentic?

How will you catch yourself?

EVENING: How will you reflect on moments of sovereignty vs. performance?

Your Authority Declaration

This is your sovereign declaration. Speak it. Write it. Own it.

I AM SOVEREIGN.

My authority comes not from title, but from presence.

I release the need to perform competence and embrace authentic authority.

I trust my own wisdom. I honor my own values. I follow my own vision.

I lead not by proving myself, but by being myself.

The recognition I sought from others, I now give to myself.

I am the leader I have been waiting for.

In sovereignty, I lead.

Signed: _____ Date: _____

Section Insights: Authority

The most important recognition I've had about my own authority:

What I'm ready to stop seeking validation for:

The one shift that would most embody my authentic authority:

Your Sovereignty Score

Measuring your journey from performance to authentic authority

Rate each statement from 1-10 (1 = Never true, 10 = Always true). Be honest.

- | | |
|------------------------------------------------------------------------|----------------|
| 1. I know who I am separate from my job title and roles. | <div>/10</div> |
| 2. I lead from my authentic self rather than a performed version. | <div>/10</div> |
| 3. I trust my own judgment without needing external validation. | <div>/10</div> |
| 4. My daily actions align with my core values. | <div>/10</div> |
| 5. I can clearly articulate my purpose beyond my job description. | <div>/10</div> |
| 6. I feel energized by my work rather than depleted. | <div>/10</div> |
| 7. I speak my truth even when it's uncomfortable. | <div>/10</div> |
| 8. I no longer seek permission to lead in my own way. | <div>/10</div> |
| 9. I can identify when I'm wearing a mask and choose to remove it. | <div>/10</div> |
| 10. I recognize my own authority without needing others to confirm it. | <div>/10</div> |

TOTAL SCORE:

/100

What Your Score Reveals

Under 40: AWAKENING

You're just beginning to see the gap between performance and authenticity.

This is the perfect time for guided support—before patterns deepen.

→ A Discovery Call will help map your unique path forward.

40-60: ALCHEMY

You see the masks clearly and you're ready to transform.

This is the breakthrough zone—where coaching creates exponential change.

→ A Discovery Call will identify your highest-leverage transformation point.

60-80: CLARITY

You have significant self-awareness and clear values.

You need support to bridge the gap between knowing and embodying.

→ A Discovery Call will create your 90-day embodiment roadmap.

80-100: EMBODIMENT

You're operating from authentic authority in most areas.

You're ready to expand your impact and help others transform.

→ A Discovery Call will explore your next level of leadership.

Whatever your score, the next step is the same:
Book your Discovery Call to discuss YOUR results.

The Cost of Waiting

What staying stuck is actually costing you

Transformation delayed isn't transformation denied—it's transformation taxed.
Every day you spend performing instead of being authentic has a cost.

How many hours per week do you spend managing your "performance"?

(Preparing the right image, hiding doubt, performing confidence you don't feel)

_____ hours/week

Multiply by 52 weeks. Annual hours spent performing:

_____ hours/year

What is your time worth per hour? (Be generous with yourself)

\$ _____ /hour

THE MATH:

Annual hours performing × Hourly value = Annual cost of inauthenticity

YOUR ANNUAL COST: \$ _____

Beyond money—what else is this costing you?

■ Energy/Health ■ Relationships ■ Joy ■ Opportunities ■ Your Legacy

**The question isn't whether you can afford transformation.
The question is whether you can afford to keep waiting.**

What You Can't See Alone

Why self-work has limits—and what changes everything

You've done remarkable work in these pages. You've seen things about yourself that most leaders never examine. That takes courage.

But here's the truth about transformation:

Blind spots are invisible to you by definition.

The patterns keeping you stuck are the ones you CAN'T see. They're woven into your identity so deeply they feel like "just who I am." A trained guide sees them immediately.

Knowing and embodying are different skills.

You may now KNOW what needs to change. But knowing doesn't create change—practice does. Coaching provides the structure, accountability, and real-time feedback that transforms insight into embodiment.

Transformation accelerates with witness.

There's something that happens when another person truly SEES you—not the performed version, but the real you. That recognition is often the catalyst for everything else.

This workbook shows you WHERE you're stuck.
Coaching shows you WHY—and HOW to move.

Are You Ready?

A self-qualifying checklist for your next step

Check every statement that's true for you right now:

- ☐ I see the gap between my performed self and my authentic self.
- ☐ I'm tired of the energy it takes to maintain the mask.
- ☐ I know my values but I'm not fully living them.
- ☐ I have a vision for who I could become—and I want help getting there.
- ☐ I'm ready to stop waiting for permission to lead in my own way.
- ☐ I want to lead from who I AM, not who I've learned to be.
- ☐ I recognize that I can't see my own blind spots.
- ☐ I'm ready to invest in my transformation—time, energy, and resources.
- ☐ I want a guide who has walked this path and can walk alongside me.
- ☐ I'm done performing. I'm ready to BE.

YOUR RESULT:

- 1-3 checked:** You're beginning to awaken. Keep this workbook close.
- 4-6 checked:** You're ready for support. A Discovery Call is your next step.
- 7-10 checked:** You're READY. Don't wait another day.

Your Next Step

You've done the work. You've seen the truth.

Now let's make it real.

BOOK YOUR DISCOVERY CALL

A complimentary conversation to:

- Review your Sovereignty Score and what it reveals
- Identify your biggest blind spot (the one you can't see)
- Map your personalization to embodiment
- Determine if this is right for you



inkosi.global/discovery

STORY AUDIT COMPLETE EXCLUSIVE

Mention "SOVEREIGN" when you book for an extended

45-minute Discovery Session (normally 30 minutes)

The leader you're looking for is already within you.

Let's find them together.

In sovereignty,

Carly Lewis

Founder, INKOSI Global