

# Workbook & Study Guide



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Monkey  
AND  
THE  
Maize

*If you have the time, I encourage you to read the entire book before working through this study guide. The story will flow more easily the first time allowing you to search your own journey in this study.*

S. Mosby Marble

# Chapter 1

## Reflection

Personal Journal Entries - Throughout this study you will write your thoughts and feelings in a personal journal or in the space provided. Take time to reflect on Pete's journey and how it applies to your life. Find your fantastic forest and write about your journey.

Write yourself a short note explaining exactly how you feel at this stage of your life; as a leader (e.g., business community, home, civic group, church etc.) including how you perceive your burden of responsibility and how that makes you feel. Now take a look into your mirror. What makes you feel balanced and imbalanced?

Write about your first memory feeling like an adult or at least becoming one.

- What did that feel like?
- Who helped you along that transition?
- Was that a positive experience?
- What would you say to yourself if you could go back to that time?

## Eugene

Eugene is Pete's father, mentor, counselor and friend. You may find that person to be someone else in your family, community, or beyond. Who is Eugene in your life? Write a "Thank You" note to them. Use your journal for your first draft and mail a "Thank You Card" of your final draft.

## Influence

Write about someone you impacted that was a surprise to you. Someone who told you, later in life, how you influenced them.

*This foundation is critical to your journey through the book.*

# Chapter 1

## Group Discussion - Your Fantastic Forest

Pages 7 & 8 describe the Fantastic Forest of Pete's youth where he climbs to the top of a tree and describes his landscape. As you work through this book you will lean on the experiences of your own forest. Reflect on the questions below. Be prepared to describe the scenery and its importance to your journey. *It is important to re-establish your youthful steps to begin this journey with Pete.*

Think back to your earliest formative memories and push your face through the leaves: describe your fantastic forest.

- Mountain range that was too far to reach.
- Hot grainy land that seemed to suck travelers to their demise.
- Dense forest laid right in front of you, necessary for survival but not intriguing enough to pursue.

## Group Discussion Guide: The Hedge

Pete also describes "The Hedge" which can serve as a protector and a prison guard. Think about your hedge both literally and figuratively.

- What is "your hedge"?
- What is beyond "your hedge"?

:Author's encouragement -

Selfless acts of service and compassion are often unnoticed but carry tremendous weight in a relationship.

"The best reaction is usually no action at all; take the time to understand fully what influences my decision and what is within my control before proceeding."

Write something you can share with the group. Give examples of how you agree or disagree with this statement (use examples).

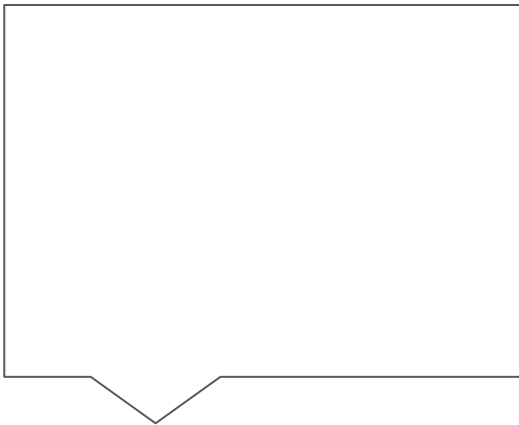
# Chapter 2

## Relationships

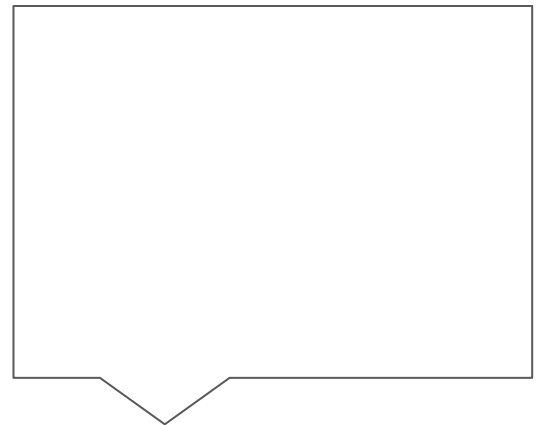
**Herman** was very important to Pete. Their bond was unshakable, forged in circumstance and cemented in love. Write about people who played the role of Herman in your life.

**Mylan** was also very important to Pete. Their bond was for a brief time but had a lasting impact on Pete's life. Write about people who played the role of Mylan in your life.

Write yourself some notes about how you can be "Herman" or "Mylan" to others in your life. (Not necessarily a sport or even competition).



*"It is the small,  
confident voices in  
my life that build  
my foundation."*



Reflect on moments of humility in your life. Write about how they made you feel. What was your reaction?

# Chapter 2

## Relationships

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Reflect on moments of humility in your life. Write about how they made you feel. What was your reaction?

## Purpose

Write about changes in your life when you felt “more alone than ever.”

Have you ever been in a situation where your role changed as someone else took your place or you took theirs? What did you find difficult about your particular role/situation?

What different communities and cultures have you been able to engage? Expound on the diversity and knowledge you shared with them.

One of the thirteen principles addressed in this story where Pete writes, “Purpose reaches to the core of who I am, transcending the barriers of the world and my mind. Committing to my purpose helps me remain true to myself and to see the greater good. A life without purpose is a tree with no limbs.” Describe your purpose.

# Chapter 2

## Group Discussion - Purpose

We often face obstacles as we fulfill our purpose. Pete writes, "Sometimes my best effort cannot force change. Some things are out of my control. The same can apply to people. That does not diminish the value or necessity of trying to bring about positive change."

Discuss a time you overcame obstacles to fulfilling your purpose. What did you learn?

What purpose lies beyond your hedge today? What is pressing your face against your mirror?

Each person should share 5-10 minutes.

# Chapter 3

## Change

Raye asks, “What do you plan to do?” not asking about tomorrow but a lifetime of tomorrows. Write about what keeps you from moving forward?

Write about: 1. your greatest challenge accepting change; 2. your greatest challenge leading change; 3. what you are doing to address these challenges. If you were the one carving on Pete’s wooden box (at this point in your life today) what would you carve and why?

## Encouragement and Empathy

How do you like to receive encouragement? How do you give encouragement? Are you empathetic to others when introducing change or encouraging growth and development? What areas can you work to improve?

## FAITH reaches depths of wisdom and knowledge to reveal purpose

What steps can you take to be more empathetic and less apathetic? List ways you can actively listen to others. In what do you put your faith? How do you build on your faith? How do you demonstrate your belief, trust, or confidence in your faith?

# Chapter 3

## Group Discussion - Faith

Discuss the following:

Faith is a foundational piece of your journey. Describe what you believe in and why.

How does your faith influence, define, and direct your life?

Each person should share 5-10 minutes.



# Chapter 4

## Magnetic Leadership

*Use this checklist to identify your magnetic charge. Check only one behavioral tendency in each category.*

*1) When you are happy, would you rather:*

- Celebrate with others and enjoy laughter (outward)*
- Reflect on life and quietly relish the time (inward)*

*2) When you are unhappy, would you rather:*

- Visibly express your feelings with nonverbal cues (outward)*
- Recede into your thoughts, saying very little (inward)*

*3) When you have a firm belief that something is right, do you:*

- Express your view with passion and confidence (outward)*
- Quietly let your actions speak, modeling conviction (inward)*

*4) When you have a strong belief that something is wrong, do you:*

- Become argumentative and forceful (outward)*
- Hold quietly to your beliefs (inward)*

*5) When you are giving or receiving positive news, would you rather:*

- Have a face-to-face conversation, physically relating emotions (outward)*
- Have indirect contact, allowing the news to be received in private (inward)*

*6) When you are giving or receiving negative news, would you rather:*

- Have a face-to-face conversation, physically relating emotions (outward)*
- Have indirect contact, allowing the news to be received in private (inward)*

*7) What refuels you the most? Select only one:*

- Conversation (outward)*
- Recognition (outward)*
- Serving (inward)*
- Reflection (inward)*

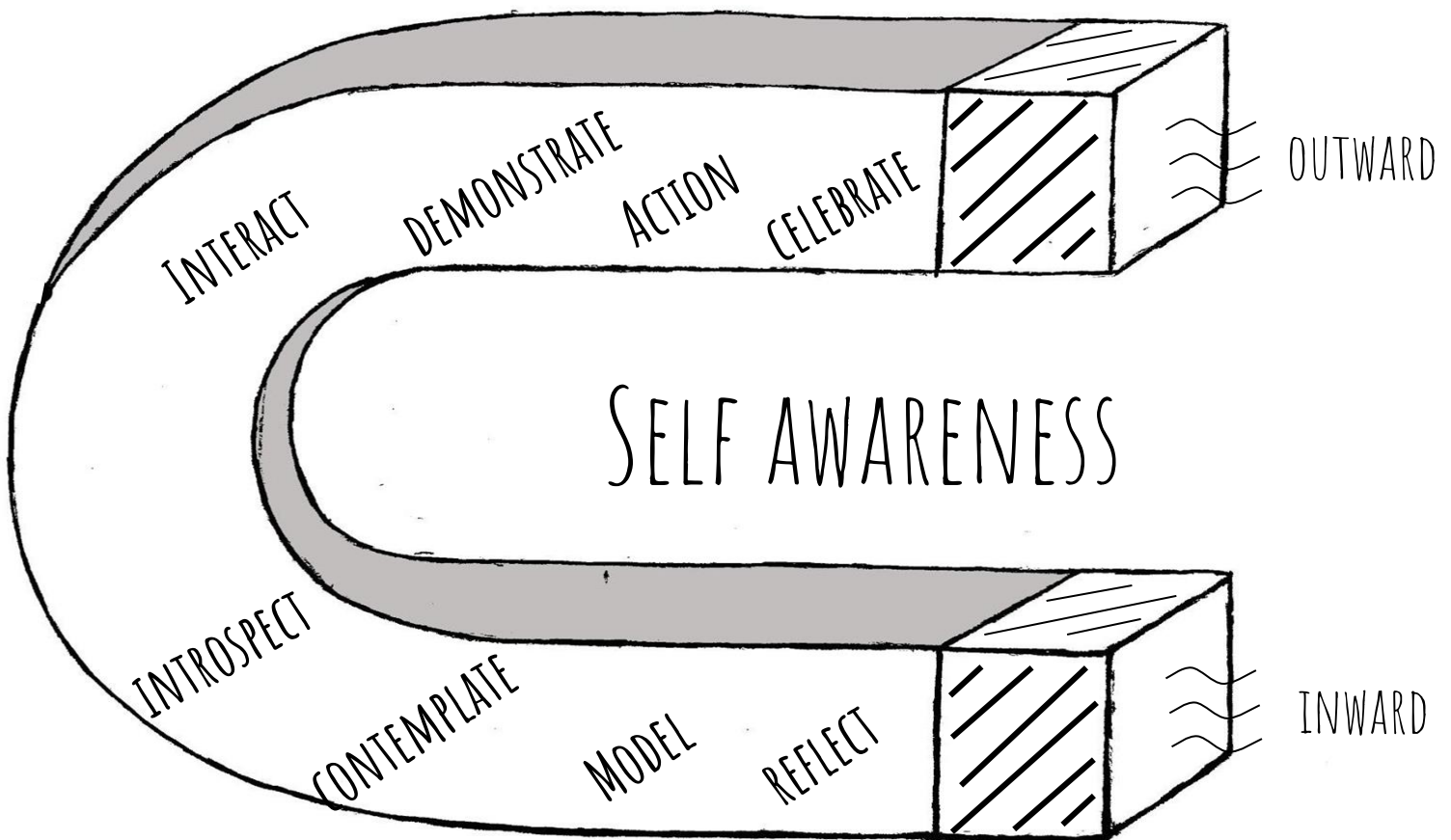
*8) When you first engage a new group, would you rather:*

- Mingle and introduce yourself (outward)*
- Sit and allow others to come to you (inward)*

# Chapter 4

## Journal Entry for Magnetic Leadership

Circle your answers on the face of the magnet below to see how you interface today.



Like a magnet, similar emotions usually repel each other while opposites attract.

# Chapter 4

## Group Discussion - Magnetic Leadership

Effective leaders pivot their face (magnetic engagement charge) to connect or align with others.

**Don't overthink when you apply this principle to your life and leadership. Just be honest with yourself. The model demonstrates the value of self awareness (emotional intelligence) when interacting with others. Understanding your own emotions and how you interact during change, crisis, or calm will help you engage more effectively. This can also change over time through maturity and experience.**

Discuss relationships where you are engaging today with the wrong magnetic face.

What can/will you do to adjust your approach?

How will you know you are successful? (key indicators)

Remember the choice is not whether to interface—it is the face with which you enter. “As a leader, I will align all attributes while reducing friction within my team.”

Each person should share 5-10 minutes.

# Chapter 5

## Finality of the Moment

Faced with the finality of his relationship with Eugene, Pete realized the strength Eugene instilled in him.

Write about who has invested in you and what strengths they uncovered.

Write about “Resolute in Pursuit of His Purpose” and who comes to mind.

## Family connects us to each other

List relationships that build strength for you within your community, (note attributes that give you strength) Crossing the hedge placed Ellie in the family leadership role instead of Pete. When have you allowed others to step into leadership roles in your place? How did it make you feel?

# Chapter 5

## Group Discussion Guide - Perspective & Flexibility

*Flexibility requires time, patience, and perseverance. If I do only what I have always done, I can't grow as life changes around me. Moving beyond my comfort level opens a world of possibility.*

Discuss the following:

How is your emotional response based on perspective?

When was your perspective changed while overcoming an obstacle?

What did you learn about engaging others?

Share one specific measurable goal to improve your perspective.

Each person should share 5-10 minutes.

# Chapter 6

## Diversity and Inclusion

Pete describes the Town members as being different from his community in size, stature, and appearance. He and Ellie quickly embraced them and worked to become part of their community. Describe a time when you were faced with diversity within a group or culture. How did you feel? What did you do? What emotions did you encounter? Pete writes “I often fear what I don’t understand, viewing it only through my lens. Objectivity is seeing through different lenses to gain perspective” in his journal. In what ways can you identify with Pete’s fear? Name one lens you can put on today and describe how you intend to use it to connect to others

*Shadow Beasts - those things that lurk at the edge of your mind causing fear and trepidation*

What are the Shadow Beasts in your life? Write about hedges that are there for your benefit (protecting you from your Shadow Beasts.) When have you ignored a more experienced leader’s counsel only to face a Shadow Beast unprepared? What did you learn about patience, pride, and learning from the experience of others?

# Chapter 6

## Group Discussion - Diversity, Fear, Failure, and Inclusion

What do you think Pete meant by the following comment? “It is important to listen to those who have been where I am going to learn from their experience. I don’t have to know everything. I just need to listen to those who know more than I do.”

Keeping Pete’s journal entry in mind, discuss how you will proactively work to address the following areas in your leadership and life - be as specific as you can.

1. Diversity & Inclusion
2. Shadow Beasts
3. Facing Failure

Each person should share 5-10 minutes.

# Chapter 7

## Four Cornerstones of Leadership

Faith is the first cornerstone. The remaining three - Vision, Inspiration, Passion - are discussed in this chapter. A strong leader must develop each cornerstone.

**Faith** – What you believe and trust in above all other things. List the foundations of your faith. Where do you turn when you are in need of guidance? What is the basis of your purpose?

**Vision** – Fulfill my purpose by helping others become the greatest version of themselves

Write a personal vision statement for your life.

Write a professional vision statement for your career.

How do these vision statements align with your purpose?

**Inspiration** – Motivate others to align in purpose and work and live in harmony

How do you motivate yourself? (you must be motivated before you can motivate others) How do you foster harmony within your family and work team? How do you refuel yourself when you lack inspiration?

**Passion** – Nourish the commitment that comes from within. As a leader, you must understand purpose, visualize the path, and lead with passion.

How do you demonstrate passion within a group? How does the group respond to your passion? What adjustments will you make to be more effective as a leader?



# Chapter 7

## Group Discussion - Four Cornerstones of Leadership

Share a goal you are currently pursuing using your faith, vision, inspiration, and passion. The group can provide feedback on their observation in each area.

(Can you inspire others to share your vision?)

Each person should share 5-10 minutes.

# Chapter 8

**Fellowship** - A root of community and leadership growing from within; reaching out to share nutrients through relationships

Describe a time when you put others above yourself and how that made you feel. Focus on areas of compassion, what will you commit to develop further?

## Preparedness

Pete became exhausted from the heat, was without water, and lacked shelter before nightfall. Journal about times in your life when you found yourself in a similar situation. What did you learn from that experience and how will you avoid facing that situation again? What can you do to prepare yourself for future Shadow Beasts?

*Set my eyes on the path that leads to my objective, and keep them there. Without setting a course and maintaining focus on the plan, I will wander without direction.*

# Chapter 8

## Group Discussion: Fellowship

Discuss what Pete demonstrated when he handed the shift report to the City leaders without checking it.

Discuss JB's message when he gently pressed his hand into the sifted gravel at the water's edge.

What does INFLUENCE look like to you?

Each person should share 5-10 minutes.

# Chapter 9

## Myopia and Dogmatic Leadership

Pete suffered burnt fur because he became too consumed by a single goal. When have you made a decision without proper analysis and vetting? What indicators did you ignore?

Plantology was controlled entirely by leadership. In their arrogance, leadership believed it offered a doorway to endless possibilities. What do you see in today's society that reflects this mentality?

How does it make you feel?

## Poor Leadership

You meet 3 new characters in this chapter: Ronald made Pete feel like a child, Leon was pompous and stood in a way to make Pete feel inferior., and Jimmy was all about appearance, caring more about how others viewed him than he cared for others. Write about personal encounters with leaders who demonstrate these characteristics and how you interacted with them. How did they make you feel? How will you avoid becoming like them?

## Trust and Respect

A strong leader must be honest, honorable, and sincere while earning the trust and respect of those they lead. They remove obstacles while promoting innovative thinking. Group success far exceeds individual gain or recognition.

Write about what INTEGRITY looks like in your life. What kind of leader do you want to become? Who will you be as a leader? List your key characteristics, traits, and goals.

# Chapter 9

## Group Discussion - Civility

Discuss your observations and learning:

- Where do you see civility decreasing in your community and what can you do to improve the environment?
- When have you encountered a group or situation where hoarding resources equaled power?

Each person should share 5-10 minutes.

# Chapter 10

**Humility** - A true leader demonstrates humility, especially in success

Write about your experiences with humility (being humble) and humiliation (shame or embarrassment). What role did you play with each? In what ways were your ideas welcomed and/or rejected? Write about your emotions in each situation. How will you apply your learning to your leadership style?

## **RECIPE** for a Healthy Community & Your Disk

Review the RECIPE for a Healthy Community and write about how you will apply the ingredients in your leadership

- ❖ Respect the ingredients
- ❖ Encourage others
- ❖ Commit to the menu
- ❖ Practice what you plate
- ❖ Innovate flavors
- ❖ Expect it to taste good

Remember, ingredients change with the environment

What is the “disk” in your life? Write about how you find direction, record truths of character and principle to assist you along your journey. What fire have you faced along your journey? How did you react?

# Chapter 10

## Group Discussion - Humility

Discuss:

What do you see around you today in your world that reflects Jimmy's false message and hypocrisy? What can you do to improve the culture and social climate?

What did you learn from Kip's conversation with Pete that made him want to scale that tree and get back to work. How can you emulate that in your journey?

*Leadership is not synonymous with integrity or honesty. That is character. Powerful leaders can still be wrong and can still guide me in the wrong direction. Believe in leaders, but verify before I follow.*

Each person should share 5-10 minutes.

# Chapter II

## Food and Forgiveness

The feel of our Community has a depth and weight similar to that of the Town of berms. The City's vastness and impersonal pace creates a much different culture, a self-serving culture, in contrast to the Community's atmosphere of unity. Because of the City's weak foundation, the fear of fire will consume the citizens well before the flames reach the City.

Write about how you can demonstrate the REAL fruit of leadership in your journey.

- Respect your community and yourself
- Encourage others along their path
- Assist all who are in need
- Listen with unbiased objectivity

**Food** sustains us over time. It represents work, not wealth. We work to feed the community, not to define our self-worth. Working for the good of the entire tree provides harmony

**Forgiveness** is actually not a root at all. It is the amalgamation of all roots through forgiveness. When others cause you pain you must find forgiveness in your heart and then, together with the one who wronged you, grow in common ground.

- What is work to you?
- When have you not been able to forgive yourself or others?
- What steps can you take to grow this root?

*Confident leaders bestow respect and endorsement on the ones they develop. Encouraging success through others is oftentimes more rewarding than personal accomplishment.*



# Chapter II

## Group Discussion: Food and Forgiveness

How are Food and Forgiveness evident in your life? What can you do to grow these roots?

Describe what AUTHENTICITY as a leader looks like to you.

Each person should share 5-10 minutes.

# Chapter 12

## Facing Your Fears and Insecurities

How have you experienced the following through leadership roles in your life? Grace - Mercy - Courage of selflessness - Indignity of selfishness - Compromise and diplomacy.

When have you found the best ideas from unlikely perspective?. What did you do to cultivate the idea and how can you grow that skill in the future? What does grace feel like in your life?

How did Raye's letter to Pete make you feel? Describe how a letter like this might impact your journey. List areas of your journey that you can and cannot control and how you plan to address them through your next steps along your path.

# Chapter 12

## Group Discussion: Food and Forgiveness

This story is allegorical, but the truths are real. Discuss with the group what you learned throughout this process. Answer these questions for yourself and share with your group as much as you are able.

- What do you have FAITH in and how does that impact your journey?
- What is the strength of FAMILY in your life?
- How do you grow FELLOWSHIP in your life and what value do you gain/offer?
- How much time do you invest in FOOD and for what purpose?
- What do you need to FORGIVE yourself and others for today?

Each person should share 5-10 minutes.

# Epilogue

## Writing your own journey's guide

You have completed your journey with Pete. Now it is time to set your course for the next page of your story. In this section, you will write a journey guide to help you set, manage, and achieve your purpose.

- How will you follow your purpose to positively influence your community in the next 3 to 5 years? (specific objectives)
- How will you measure success? (specific metrics to identify progress)
- What are your top 3 to 5 strengths that you will rely on to fulfill this objective?
- What resources will you need to be successful? (people, knowledge, resources, and skill)
- What are your top 3 challenges in achieving your objective? (relationships, skills, resources)
- How will you address and overcome these challenges? (be specific)
- Who do you hope to impact the most in this journey?
- Who will hold you accountable to achieve your objective? (Connect with them and ask for their support - establish milestones to measure success.)

Write a future press release about your success in 3 to 5 years. Focus on who, what, where, when, why, and how you successfully planned and executed your objective.

Review and update this journey guide monthly and celebrate along the way.

"Your journey is like a river, you can allow the current to take you or you can paddle to the destination of your choice. Paddle hard and don't paddle alone." S. Mosby Marble

*Thank you for taking time to complete this study of life and leadership skills. I hope you enjoyed your journey with Pete. I encourage you to commit to journaling as you continue along your path. If you would like to connect with me you can reach me in a variety of forums.*

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