

JOURNEY

THE LEADER YOU CHOOSE TO BE

A Leadership Fable About Character, Purpose, and Legacy

COMPANION WORKBOOK

PRUYS

JOURNEY

COMPANION WORKBOOK

PAUSE · REFLECT · CHOOSE

A place to write honestly, talk with people you trust, and
take the next faithful step.

P R Uys

Inala Journey Press

Walk the journey

This workbook follows Journey chapter by chapter. The book stands on its own; these pages give you room to pause, write honestly, talk with people you trust, and act on what you discover.

HOW TO USE THESE PAGES

1. Read the matching chapter in Journey first.
2. Return to its Journey Principle and choose the reflections that matter most to you.
3. Use the Waypoint Conversation with a trusted person or group, or answer privately.
4. Name one next step, one person to walk beside, and a time to review what happened.

You may skip a question, keep your writing private, or return to a chapter later. The purpose is honest movement, not a perfect record.

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ISBN 979-8-9978220-8-8

First edition 2026

Carry two questions

As you read *Journey*, return to these questions. Let your answers grow more honest and more specific as you walk.

What has brought you to this journey now?

Who am I choosing to be?

Who am I walking beside?

The Person in the Mirror

JOURNEY PRINCIPLE

Leadership begins with the courage to see yourself truthfully. Character is shaped long before influence is earned.

PAUSE AND WRITE

When you look honestly into the mirror of your own life, who are you choosing to be?

When has your behavior made it difficult for someone to speak honestly to you?

What apology, conversation, or change have you delayed because it would require you to admit that you were wrong?

What one decision can you make today that your future self will thank you for?

What truth is becoming clearer?

The Person in the Mirror

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

Which moment in this chapter spoke to you most deeply, and why?

How can a leader unintentionally teach people that silence is safer than honesty?

What practical step will you take before your next Waypoint Conversation?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

Seeing Clearly

JOURNEY PRINCIPLE

Wise leadership begins by seeing reality as it is, not as we wish or fear it to be. Truth must be allowed to correct our assumptions, change our decisions, and direct our actions.

PAUSE AND WRITE

What truth about your life or leadership have you been reluctant to face?

Which of your current beliefs are facts, which are assumptions, and which are fears?

Have your responses taught people that honesty is welcome—or that silence is safer?

What action does the truth now require from you?

What truth is becoming clearer?

Seeing Clearly

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

What is true in your organization, family, or team that may be difficult to admit?

How can honesty be encouraged without creating blame or fear?

What truth will you act on before your next Waypoint Conversation?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

The Reason for the Journey

JOURNEY PRINCIPLE

Purpose gives the journey meaning. It turns ambition into contribution and helps us choose not merely the road we can travel, but the road worth traveling for the sake of others.

PAUSE AND WRITE

Why are you walking the road you are on today?

Whose life is better because of the work you do and the way you lead?

What do your calendar, spending, and decisions reveal about what you truly serve?

What attractive opportunity might you need to refuse because it does not serve the reason for your journey?

What truth is becoming clearer?

The Reason for the Journey

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

Who or what does your work ultimately serve?

Who carries the cost of your organization's current priorities, and who receives the benefit?

What is one choice you will reconsider in light of that purpose?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

Beyond the Horizon

JOURNEY PRINCIPLE

Vision gives purpose a visible future. It enables leaders to choose today's road in light of tomorrow's possibility and to unite others around a future worth creating.

PAUSE AND WRITE

What future are your present choices creating?

Are your goals moving you toward a meaningful future, or are the goals themselves now the destination?

Which attractive opportunity may lead away from the future you believe is worth pursuing?

What is one choice you must make now because of the future you believe is worth creating?

What truth is becoming clearer?

Beyond the Horizon

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

What kind of future is worthy of your shared effort and sacrifice?

Which current decisions are inconsistent with the future you say you want?

What is one choice you must make now to begin moving toward that horizon?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

Choosing the Road

JOURNEY PRINCIPLE

Leadership does not wait for perfect certainty. It chooses for principled reasons, accepts responsibility for the choice, and remains faithful to the purpose while learning from the road.

PAUSE AND WRITE

What decision are you postponing because you want certainty that may never come?

Which values are revealed in your choices when pressure rises?

Who will carry the consequences of the decision you are considering?

Where do you need courage to take the next faithful step?

What truth is becoming clearer?

Choosing the Road

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

What principles should guide us when the right decision is not obvious?

Who will carry the consequences of the choice before us, and how should they be included?

What decision must we make, and what is the next faithful step?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

Walking the Road

JOURNEY PRINCIPLE

Leadership is shaped through ordinary faithfulness: returning to what matters, honoring small responsibilities, developing sustainable disciplines, and taking the next right step even when no one is watching.

PAUSE AND WRITE

Where are you waiting for a breakthrough while neglecting a responsibility already in front of you?

What small responsibility could lead to a serious problem if it continues to be neglected?

Are you practicing a sustainable pace, or depending on exhaustion to keep everything moving?

What is the next faithful step you need to take today?

What truth is becoming clearer?

Walking the Road

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

Where are we confusing activity with progress?

How can we distinguish sustainable consistency from unhealthy overwork?

What faithful step will each of us take before we meet again?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

Walking Together

JOURNEY PRINCIPLE

Trust grows when words and actions align, truth is received with humility, accountability protects dignity, and people are given a meaningful place beside one another on the journey.

PAUSE AND WRITE

What have people learned will happen when they tell you an uncomfortable truth?

Where might silence be mistaken for agreement?

Where have you delegated a task without releasing the authority needed to complete it?

What promise, conversation, or action would begin strengthening a damaged bridge of trust?

What truth is becoming clearer?

Walking Together

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

Where do people feel unsafe to speak honestly, and what has taught them to feel that way?

How can we combine trust with clear accountability?

What one commitment will each of us honor before we meet again?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

Around the Campfire

JOURNEY PRINCIPLE

The conversations that shape leaders are those in which truth is spoken with courage, received with humility, and carried forward through responsible action.

PAUSE AND WRITE

What have your conversations taught people about whether honesty is safe with you?

Which important conversation have you delayed because it may expose something you do not want to face?

Whose story do you need to hear without interrupting, correcting, or rushing toward an answer?

Where might a sincere apology, a clearer boundary, or a changed action begin repairing a relationship?

What truth is becoming clearer?

Around the Campfire

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

Which truth is being discussed outside our meetings but not within them?

How can we combine honesty with respect when agreement is not possible?

What difficult conversation must we begin, and what should happen next?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

The Camp We Build

JOURNEY PRINCIPLE

Culture is the environment leaders shape through what they model, permit, reward, correct, and repeat. Healthy culture protects dignity, strengthens trust, requires accountability, and teaches people to carry shared values even when the leader is absent.

PAUSE AND WRITE

If someone spent one week in the environment you lead, what would they conclude truly matters there?

What behavior are you permitting that is quietly shaping the culture?

Do people experience accountability as clear and dignifying, or unpredictable and humiliating?

What single repeated leadership practice would begin changing that pattern?

What truth is becoming clearer?

The Camp We Build

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

What do we currently reward, ignore, or correct—and what message does that send?

How should we respond to mistakes while preserving both accountability and dignity?

What one repeated practice will we begin before our next conversation?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

When the Road Changes

JOURNEY PRINCIPLE

Adaptability is the courage to face present reality, remain faithful to purpose, and choose the next wise step when the familiar road no longer serves the journey.

PAUSE AND WRITE

What reality may have changed while you continued leading as though it had not?

What loss needs to be acknowledged before you can lead people forward honestly?

What must you preserve, what must you release, and what must you learn?

What is the next faithful step you can take without pretending to possess the whole map?

What truth is becoming clearer?

When the Road Changes

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

Where are we still making decisions for a reality that no longer exists?

What must we preserve, what must we release, and what must we learn?

What is the next responsible step, who will carry it, and when will we review what it teaches us?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

Through the Storm

JOURNEY PRINCIPLE

Adversity reveals the depth of our foundations. Resilient leaders face reality, tell the truth, receive help, protect what matters most, and remain faithful when pressure makes every choice more costly.

PAUSE AND WRITE

What has a difficult season revealed about the foundations of your leadership?

Do your words during uncertainty match the reality people can already see?

Where might you be confusing resilience with carrying too much alone?

What practice should you establish now, while the sky is clear, to prepare for the next storm?

What truth is becoming clearer?

Through the Storm

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

What information must people receive regularly during a crisis?

Who carried an unseen burden during our last difficult season?

What will we strengthen now so that our foundations are deeper before the next storm?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

The Summit Is Not the End

JOURNEY PRINCIPLE

Success is not a destination to possess but a trust to steward. Mature leaders use the perspective, influence, relationships, and resources gained through achievement to strengthen others and serve a purpose larger than themselves.

PAUSE AND WRITE

What has your experience and success entrusted to you?

Does your leadership create stronger decision-makers or greater dependence on you?

Whose contribution to your journey have you not fully acknowledged?

Who will be stronger because you reached this summit?

What truth is becoming clearer?

The Summit Is Not the End

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

What truth has difficulty reaching the leaders of our organization?

How can we give people real authority while maintaining clear accountability?

What must we carry down from this summit and put into practice?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

Passing the Compass

JOURNEY PRINCIPLE

Leadership is multiplied when judgment, values, and real responsibility are intentionally entrusted to others. Passing the compass is not surrendering purpose; it is preparing people to carry that purpose faithfully beyond our own season of leadership.

PAUSE AND WRITE

Who are you intentionally preparing to carry meaningful responsibility after you?

Are you preparing a genuine successor or merely a reliable assistant?

What responsibility could you entrust now, with appropriate support and honest feedback?

How must your role change when another person begins carrying the compass?

What truth is becoming clearer?

Passing the Compass

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

Where does our organization still depend too heavily on one person's judgment, relationships, or presence?

How can we give emerging leaders room to make decisions without abandoning them?

What must the current leader release for the next leader to carry the compass fully?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

The Journey Continues

JOURNEY PRINCIPLE

A leader's journey continues through the truth they embody, the responsibility they entrust, and the courage they awaken in others. Legacy is not remaining at the center; it is helping what matters continue without you.

PAUSE AND WRITE

What do you see more honestly now than you did at the beginning of your leadership journey?

What harmful leadership pattern should end with you?

What strength, principle, or practice entrusted to you should be passed forward?

Whose life is stronger because you walked beside them?

What truth is becoming clearer?

The Journey Continues

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

How do we measure influence that may not appear immediately in financial or operational results?

Which harmful pattern from our past must not be passed to another generation?

Who is stronger because we have walked beside them?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

Your Journey Begins

JOURNEY PRINCIPLE

Leadership moves from intention to influence through the next faithful step. Walk it honestly, walk it with others, and help another person find the courage to begin.

PAUSE AND WRITE

What truth from this journey now requires a response from you?

What is the one faithful step you will take within the next forty-eight hours?

Who will ask you whether you did what you said you would do?

When will you review what the first step revealed and choose the next one?

What truth is becoming clearer?

Your Journey Begins

CONVERSATION

Use these questions privately or with someone you trust. Listen as carefully as you speak.

What difficult reality do we need to name together?

What one action will each of us complete within the next forty-eight hours?

When will we meet again to tell the truth about what happened and choose the next faithful step?

MY NEXT FAITHFUL STEP

What will I do, and by when?

WHO WILL I WALK BESIDE?

Who may be strengthened by how I take this step?

RETURN TO THE WAYPOINT

When will I review what happened and choose the next step?

Carry the questions

Who am I choosing to be?

Who am I walking beside?

What truth from this journey has changed what I do?

What practice will help me keep returning to truth, purpose, and responsibility?

Keep walking.