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The Pearl Dive™

A 30-Minute Identity Clarity Tool for High-Stakes Leaders



**A Complimentary Leadership Assessment
by Tracey Abbott**

Print Instructions:

For best results, print this guide in color, step away from screens, and let pen meet paper. Or use your favorite journal. The truth lives offline.



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Why Most Leaders Feel like *Imposters*

You've collected roles, titles, and achievements. You've adapted to boardrooms, cultures, and expectations. But somewhere in all that adapting, you lost track of who you actually are.

Most people try to add more to become who they are—more skills, more credentials, more strategies.

This guide does the opposite.

It burns away titles, expectations, and even your own self-protection—until what's left is the pearl you've always carried.



The *Pearl* Beneath the Performance

Here's what I've learned coaching C-suite leaders stewarding over \$20B in enterprise value:

Your perceived complexity is hiding your competitive advantage.

Beneath all the roles you've worn, cultures you've navigated, and crises you've survived lies something irreplaceable—your pearl.

The unique combination of gifts, perspectives, and truths that only you can bring.

Most leaders are terrified to name it. They think if they become too specific, too authentic, they'll become too small.

When you find your pearl, you stop performing leadership and start embodying it.



How this Pearl Dive Works:

This is a process of *intentional* subtraction.

What You'll Do:



Strip away roles that feel like armor



**Identify the thread that's never
wavered across seasons**



Name the gifts you can't not give



**Measure your authenticity with the
Pearl Clarity Index™**



**Create your one-sentence essence
statement**



Time Investment:

30 Focused Minutes.

Materials Needed:

Pen, Paper, and Courage

Best Practice:

No editing – let the depth reveal what matters

After Each Section, ask:

What did this teach me?

How does it show up in my leadership today?

No performing. Just your truth.



Section 1: Roles You've Worn:

The Question: What masks have you collected?

List the roles or titles you've accumulated—work, family, community. Include the official ones and the unofficial ones (the fixer, the visionary, the skeptic).

Roles / Titles I've Held:

Reflection Questions:

- Which roles felt like armor—necessary protection but not really you?
- Which roles felt true—expressions of who you actually are?
- Which role are you most afraid to let go of? Why?

Key Insight:



Section 2: Places That Shaped You

The Question: Where did geography meet destiny?

Write the cities, cultures, or spaces that stretched you beyond who you thought you were.

Places That Changed Me:

Reflection Questions:

- Where did you lose yourself—and where did you find yourself again?
- Which environment revealed a part of you that surprised everyone (including you)?
- What did displacement teach you about what's essential versus what's cultural?

Key Insight:



Section 3: People Who Changed You

The Question: Who were your mirrors, mentors, and adversaries?

Name the people who shaped your understanding of yourself—through belief, challenge, or conflict.

People Who Shaped Me:

Mentors / Allies:

Mirrors (you saw the real you):

Adversaries / Challengers:

Reflection Questions:

- Who saw the real you before you did?
- Who misunderstood you in a way that forced you to clarify who you are?
- What did your adversaries teach you about your own strength?

Key Insight:



Section 4: Moments that Burned

The Question: When did pressure reveal your pearl?

Recall ruptures, reckonings, risks—the moments that carved truth into you.

Crucible Moments:

Crisis / Failure:

What it revealed about me:

Risk Taken:

What it revealed about me:

Loss / Grief:

What it revealed about me:

Reflection Questions:

- What truth did these moments carve into you?
- What strength do you have that you didn't know was there?
- How did breaking open make you more whole?

Key Insight:



Section 5: Gifts you can't NOT give

The Question: What comes through you effortlessly?

Identify what flows through you naturally—the things you do without trying, that energize rather than drain you.

Natural Gifts;

What people thank me for again and again:

What I do that feels effortless:

What energizes me to give:

Reflection Questions:

- What do you do that others find hard but feels natural to you?
- When do people say "I could never do what you do"?
- What gift are you almost shy about because it comes so easily?

Key Insight:



Section 6: Essence That Endures

The Question: What thread has never wavered?

Identify what flows through you naturally—the things you do without trying, that energize rather than drain you.

My Constant Thread;

Looking across all my experiences, the quality that has never changed is:

No matter what role I'm in, I always:

The truth about me that transcends circumstances:

Your Pearl Statement:

Write one sentence that captures your irreplaceable essence:

I am someone who:



What's Next?

This pearl dive is just the beginning. If you're ready to go deeper, apply for a coaching session.

You've discovered what makes you irreplaceable. Now let's explore how to leverage your authentic leadership for both performance and purpose.

In a complimentary 30-minute call, we'll:

- Deepen your pearl insights and clarify your unique leadership advantage
- Identify strategic applications for your authentic leadership style
- Assess alignment between who you are and how you're currently leading
- Explore next steps for turning authenticity into competitive advantage

This is a strategic conversation for leaders ready to lead from their truth.

BOOK A CALL
HERE



About Your Guide

I'm Tracey Abbott—Strategic Thought Provocateur, Insider's Outsider, and pearl diver for high-stakes leaders.

My \$450B AUM private-equity experience meets values-first leadership to help C-suite executives stewarding over \$20B in enterprise value lead from their irreplaceable truth.

I've sat in the seats my clients now hold: CxO, Operating Partner, Talent Partner, Founder, Strategist. And a few that matter even more: caregiver, daughter, sister, friend, mentor.

I am a rescue diver, and live part time on Roatan, Islas de Bahia, and in New York.



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