M1 theme generation

**4.4.i Often used words and synonyms**.

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| Measures | Often used words | Synonyms |
| Grit | “ I believe in my job”  “I want to do it.”  “tend to work hard but I love what I am doing”  “. I'm pretty stubborn”  **“**I knew I was right”  “I just kept pushing on.”  “certain amount of determination”  “my nature is to be quite stubborn and resilient”  “find a way to navigate”  “better at it”  **“**sure the most important work is scheduled in”  “It's grit”  “it is really about perseverance”  “. I understand the purpose”  “I keep working at it forward”  “I can see where we're heading”  “A good challenge I feel inspired and motivated and I feel engaged.”  “Career goals like promotions and goals around raising my son”  “I keep moving forward, even if it’s slowly.”  “depends on what is important to the big picture” | believe, want, stubborn, determination, resilient, perseverance, purpose, inspired, motivated, engaged  Intuition, hard work, diligence, prioritise, |
| Flow | “can go on for quite a while”  “not notice anything going on around me” “can start my workday at 5:00 a.m. and go through until unfortunately go through until seven or eight with some breaks.”  “come back to that same experience next day”  “sustained over a period of time”  “I keep moving forward, even if it’s slowly.”  “depends on what is important to the big picture” | concentrating, flow, attention, span, intuition, creativity, ideas, productive, inspire, motivate |
| Leadership | **“**prefer for someone to take the time”  “having that compassion, empathy, even with those people”  “my activity is aligned back to my boss’s score card and her bosses score card”  “take too much on”  “ I develop people”  “I mould people.”  “I help them to”  “I take too much on”  **“**I can be really direct”  “It's helping, helping people and helping people to be productive and happy.”  “I look after them”  “Like to empower them.”  “Keeping the vision”  “able to see it”  **“**creating that shared clarity”  “more faith”  “respect each other”  “I like to be liked”  “understand complex problems”  “ I can break them down in a really simple way so that I can explain that to people”  “can solve problems”  “difference between intuition and ego”  “not about fear or wanting to impress anyone”  “Knowing what we want to achieve and who we want to achieve it for”  “It's helping, helping people and helping people to be productive and happy.”  “I just count about being very polite until I feel comfortable” | lucky, compassion, empathy, help, mould, observe, develop, solve, empower, simplicity, vision, explain, faith, respect, like, achieve, productive, comfortable, communication |
| Meditation | I know a good idea is a good idea because it's driven by intuition  clearly get ideas. versus a reaction to something  Always understanding what the North Star is and keeping that inside  I think I lose concentration because sometimes that just not all right.  the way that I see and experience things  Intellectually, I often get people saying that they want to pick my brain  I am trying to shut people out. Noise out, that I'll just make myself aware of my breath  It's less intentional, it's just how I get to sleep.  Its observing sensations from top to bottom.  I just zenned out, let it go and actively did so  it was really for me it was just a mental setting and making a very active decision not to not to get so attached to stuff that.  Because of these feelings, if it's intuition or if it's a trigger,  Going back to the point of I see things differently than most people  I see the world differently | intuition, aware, observe, sensations, zen, self-aware, perspective, subconscious |

**4.4.ii Themes**

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| Measures | Issues | Questions | Responses |
| Grit | Following a long term goal and then leaving it to follow another | Are you able to focus on projects that take more than a few months to complete? | Look, that's that's pretty, that can be quite sustained over a period of time when there's got a lot of work going on. And so I've been in situations where I've had to sustain that level of work for a few months. But I do tend to get to a point where I have to shut it down and remind myself |
| Have you achieved a goal that took years of work? | Career goals like promotions and goals around raising my son.  (Raising a values lead, happy human) |
| Overcoming setbacks to conquer important challenge | Will you be able to share what kept your ongoing focus? | Keeping the vision. Being able to see it And the next step from that as a leader has been how to explain that they are, creating that shared clarity so that they can see what it is we're trying to achieve. It sometimes takes time. So it's a little well, but because we've mostly worked together for a long time. They have more faith, come up with this crazy idea. I can see it. They've gotten used to. Well, they dont think that this will work but she said that it will work so let's just give it a go.  This is a challenge. This is just a good challenge, or it's to bad challenge. A good challenge I feel inspired and motivated and I feel engaged |
| Do set-backs discourage you? | They annoy me.  I keep moving forward, even if it’s slowly. |
| Hardworker | Would you describe yourself as a hard worker? | I value hard work. |
| Diligent | Would you describe yourself as diligent? | Yes, although sometimes I’ll make a decision not to do something so that I can prioritise other things. |
| Complete undertaken work | Have you overcome setbacks to conquer an important challenge? | This is a challenge. This is just a good challenge, or it's to bad challenge. A good challenge I feel inspired and motivated and I feel engaged  And to me, that was challenging because. It was a lot of time and I didn't see any real outcomes being achieved. And so I had to challenge those people to think differently. It took a it took a lot of energy, took a lot of time. But in the end. I was right. And what that then meant was even better. The outcome was good |
| Do you finish whatever you begin? Is/are there any that after beginning you did not complete? | Yes.  Diets, fitness goals, projects that didn’t get legs, study that I didn’t have time for because I was raising a family.  What's most important? I think it's the. my boss's scorecard for instance and then make sure that my activity is aligned back and her bosses score card etc. But generally that that sense of prioritizing, I have a I have a system that I use where every week I sit down and I look across the way, I look at what's important and make sure the most important work is scheduled in. And then that day to day basis, it is really because I've done that thinking I can go to my desk, sit down and know what is most important. |
| Flow | Give up easily | Would you be able to give an instance when you set a goal but later choose to pursue a different one? | Yes.  Diets, fitness goals, projects that didn’t get legs, study that I didn’t have time for because I was raising a family.  What's most important? I think it's the. my boss's scorecard for instance and then make sure that my activity is aligned back and her bosses score card etc. But generally that that sense of prioritizing, I have a I have a system that I use where every week I sit down and I look across the way, I look at what's important and make sure the most important work is scheduled in. And then that day to day basis, it is really because I've done that thinking I can go to my desk, sit down and know what is most important. |
| Distractedness | Would you describe yourself as a person who gets distracted by new ideas and projects from previous ones? If yes, please share the instance/s. | Sometimes- it depends on what is important to the big picture at the time. |
| Obsessive but for a short while | Is there any idea or project that you have obsessed with for a short time but later lost interest? | Mainly fitness goals.  I started strong but got distracted by work and other things (generally) |
| Reason for attraction and losing interest | What is it that attracted you and then why did you lose interest? | Sometimes- it depends on what is important to the big picture at the time.  What's most important? I think it's the. my boss's scorecard for instance and then make sure that my activity is aligned back and her bosses score card etc. But generally that that sense of prioritizing, I have a I have a system that I use where every week I sit down and I look across the way, I look at what's important and make sure the most important work is scheduled in. And then that day to day basis, it is really because I've done that thinking I can go to my desk, sit down and know what is most important. |

4.4.iii Sub theme

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| --- | --- |
| Measures | Responses |
| Persistence | overall goal is purposeful  When I'm trying to focus and I am trying to shut people out. Noise out, that I'll just make myself aware of my breath  just don't spend as much time worrying about it  that perseverance  It's grit.  Its really about perseverance  it's also about passion  Just Do it. Can do it. |
| Closure | Actively tried to let go  I had to change  Let's get to the point and lets get it done.  I understand the purpose. And I'm just even if I slow down, I keep working at it forward  overall goal is purposeful  But was really conscious about not continuing in the way at that stage  And that's when I actively. Just. That's when I stop |
| Sustainability | Always understanding what the North Star is and keeping that inside.  It's a purpose organisation- I wouldn’t work from organization where I did not feel the sense of purpose I. It's not just that I won't get motivated. And none of this other stuff would fall into place.  So its all about helping people. holding onto to do that  keep moving forward  had to kind of give up, forgive people.  And I've got a lot of different things that I work on, but I get to make a difference  realizing that I had started reacting to stuff that wasn't necessary  This is the moment this is what I am doing |

4.4.iv Linking sub themes with the themes

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| Theme | Theme | Theme |
| Following a long term goal and then leaving it to follow another | Overcoming setbacks to conquer important challenge | Hardworker |
| Subtheme | Subtheme | Subtheme |
| persistence | closure | sustainability |
| persistence | persistence |
| Theme | Theme | Theme |
| Diligent | Complete undertaken work | Give up Easily |
| Subtheme | Subtheme | Subtheme |
| sustainability | closure | sustainability |
| persistence | persistence |
| closure |
| Theme | Theme | Theme |
| Distractedness | Obsessive but for a short while | Reason for attraction and losing interest |
| Subtheme | Subtheme | Subtheme |
| persistence | persistence | closure |
| Theme | Theme |  |
| Leadership | Meditation |  |
| Subtheme |  |  |
| persistence |  |  |
| sustainability |  |  |
| closure |  |  |

The thematic map :

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he thematic map shows that the subthemes are interrelated and also that a few themes are related and overlap and therefore should not be treated as separate themes. With the overlapping of themes and inter-relatedness between subthemes, the following changes were made:

* Two themes Hardworker and Diligent were combined with the subtheme sustainability to make a new theme immerse oneself fully to accomplish goals
* Three themes following a long term and then leaving it to follow another, obsessive but for a short while and distractedness were given up as the data indicated prioritising rather than actually giving up.
* The subtheme persistence was made into a theme as it was common in 9 of the themes.
* Two themes give up easily and leadership were combined to make a new theme. Since leadership is one of the keys to research question, the label leadership was retained.
* Two themes complete undertaken work and reason for attraction and losing interest were combined to make a new theme focussed closure

A checklist was applied to ensure that the themes generated were coherent, distinct from each other; made sense; the data supported the themes; too much was not fitted into a theme; if the themes overlapped, are they really separate; presence of subthemes; and, presence of other themes within the data

The new themes were:

* Overcoming setbacks to complete important challenges
* Immerse oneself fully to accomplish goals
* Positive leadership
* Persistence
* Focussed closure
* Meditation