

# WELL DONE, *Mom & Dad!*

A Practical Guide  
to Turn Good Intentions  
Into a Godly Legacies

# Workbook

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## Introduction

All Christian parents want happy, godly kids, but how do you turn those good intentions into a godly legacy? That's what *Well Done, Mom & Dad!* can be for you – a practical guide to create the godly legacy you've always wanted . . . with a dream and a plan to make it happen.

Well-done parenting isn't perfect parenting. Even Jesus' parents weren't perfect. It's not a simple cookie-cutter formula, because parenting isn't simple and no two kids need the exact same parenting. And it's not about just surviving today's crisis, because once you get past potty training, there's training wheels, training bras, and driver's training. There's always something to distract you from putting your kids on the path to faithfulness.

Well-done parenting is turning well-intended choices into children who hear God say, "Well done!" (Matthew 25:21). No, you can't make your kids' choices, but you can do your part by making it easy for your kids to know how to be faithful and, more importantly, *want* to.

And just in case you are like I was – a busy, tired, and sometimes frustrated parent – please know this: You can do this. I'll show you how. In fact, I know these lessons can transform your family, because they've transformed my own family and many others.

Let's start with a question. Which of these two parents best describes you?

<b><u>Parent A</u></b>	<b><u>Parent B</u></b>
<b>Breaks habits</b>	<b>Bonds hearts</b>
<b>Fixes behavior</b>	<b>Funnels beliefs</b>
<b>Stops drama</b>	<b>Shapes dreams</b>

Most moms and dads are like Parent A – good parents who want quick fixes to today's problems. That's **default parenting** – the well-intended choices that get you through another hectic day. But well intended is not well done. We've all been there, but we don't have to stay there.

Parent B sees kids differently – as the godly adults they can become. These parents also break their kids' habits, but they do so by bonding with their heart. They fix behavior by funneling beliefs. And they stop drama by shaping dreams. That's **well-done parenting**.

While the book *Well Done, Mom & Dad!* thoroughly unpacks the lessons of how you can become more like Parent B, this companion Workbook helps you apply its lessons in your own unique ways. Instead of managing your kids' habits, you'll learn to lead their hearts using the three bonds of well-done parenting: 1) Vision, 2) Character, and 3) Culture.

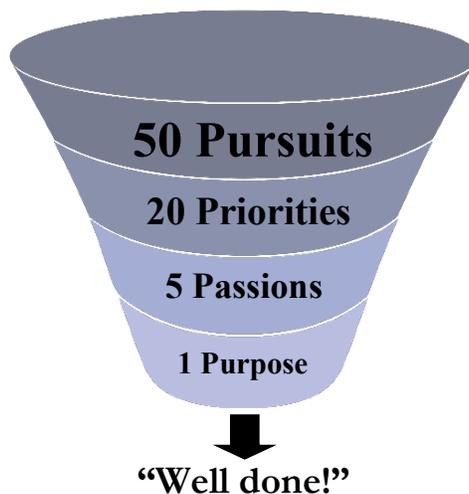
# Vision (Choose Your Treasures)

## Chapter 1

### 50-20-5-1 Overview

The first bond of well-done parenting is compelling vision. Godly legacies start with compelling parents who articulate a compelling family vision and engage their kids in creating it. For when kids choose what they let into their life funnel, they're more likely to live out their own version of your family vision. Then again, what pours out of your kids is often a reflection of what you're pouring into them. Thus, you need to choose the treasures that you let flow into your own life funnel.

This exercise prepares you for heavenly embraces by embracing your chosen treasures. It's a four-step process that narrows **fifty pursuits** that matter down to **twenty priorities** that matter most, **five passions** you'll live for, and **one purpose** you won't live without. Although each person does their own 50-20-5-1 vision, you'll see how kids grow to reflect what they expect at home.



## Chapter 2

### Fifty Pursuits

Articulating vision with 50-20-5-1 starts with choosing fifty pursuits that matter to you. Big or small, you let these joyful pursuits into your life funnel – things like relationships, memories, successes, values, foods, animals, health, hobbies, necessities, and more.

**Action:** In the blank form on page 4, write fifty responses to: “I’m happy when enjoying \_\_\_\_” (using 1- to 3-word answers). The 140 examples below can help you get started.

## Examples of Pursuits:

(please personalize these examples for your Top 50 on page 4)

Family	Chocolate	Career	Beautiful sunsets
Kids	Grandkids	Music	Marriage
Heaven	Friendships	Quiet	Good hair days
Faith	Intimacy	Happiness	Acts of kindness
Financial security	Safety	Fun	Cold drink on a hot day
Clear conscious	Beauty	Growth	Flowers for no reason
Hope	“I love you”	“Thank you”	“I’m sorry”
Achieving goals	Imagination	Sales	Favorite food
Vacation/Travel	Graduation	Going home	Homemade gifts
Independence	Health	Newborn baby	Broadway shows
Heating & A/C	Awards	Legacy	Good coffee
Encouragement	Challenges	Hobbies	Second chances
Family reunions	Humility	Confidence	Being appreciated
God’s presence	Salvation	Peace of mind	Accountability group
Acceptance	Forgiveness	Gentleness	Unconditional love
Eyesight	Hearing	Belly laugh	Creativity
Addiction free	Bible	Pain free	Military service
Patriotism	Freedom	Protection	Counting blessings
Good judgment	Vulnerability	Quality time	Fresh perspective
Memories	Planning	Fellowship	The perfect outfit
Bearing fruit	Birthdays	Anniversaries	Laughing at yourself
Leadership	Patience	Cool car	Joy in the journey
Wise choices	Marital sex	Success	Using your giftedness
Fulfillment	Faithfulness	Missions	Ability to choose
Favorite schools	Transparency	Work ethic	One-on-one talks
Transformation	Christmas	Identity	Making others proud
Excellence	Adventures	Competition	The test of manhood
Slowing down	Role models	Charity	Friends that get me
Physical fitness	Home cooking	Hugs	Making the team
Purpose	Restful sleep	Pets	Rebuking lies
Retirement	Sports teams	Mobility	Cheap airfares
Church	Compassion	Education	Being barefoot
Trust	Popularity	Power	Being crazy
Respect	Bubble baths	Courage	Being mentored
Naps	Snow	Balanced life	Mentoring others

**Action:** Start 50-20-5-1 by writing your 50 Pursuits here. Then you'll pick 20 Priorities, 5 Passions, and 1 Purpose as explained on page 5. (A completed example of 50-20-5-1 is shown on page 6.)

**Fifty Pursuits that matter** (“I’m happy when enjoying. . .”)

1	_____	2	_____	3	_____
4	_____	5	_____	6	_____
7	_____	8	_____	9	_____
10	_____	11	_____	12	_____
13	_____	14	_____	15	_____
16	_____	17	_____	18	_____
19	_____	20	_____	21	_____
22	_____	23	_____	24	_____
25	_____	26	_____	27	_____
28	_____	29	_____	30	_____
31	_____	32	_____	33	_____
34	_____	35	_____	36	_____
37	_____	38	_____	39	_____
40	_____	41	_____	42	_____
43	_____	44	_____	45	_____
46	_____	47	_____	48	_____
49	_____	50	_____		



**Twenty Priorities that matter most** (“I sacrifice to enjoy . . .”)

1	_____	2	_____	3	_____
4	_____	5	_____	6	_____
7	_____	8	_____	9	_____
10	_____	11	_____	12	_____
13	_____	14	_____	15	_____
16	_____	17	_____	18	_____
19	_____	20	_____		



**Five Passions I'll live for** (“I’m fulfilled when I am . . .”)

1	_____
2	_____
3	_____
4	_____
5	_____



**One Purpose I won't live without** (“I feel God’s embrace when I . . .”)

My One Purpose \_\_\_\_\_



**“Well done!”**

## Chapter 3

# Twenty Priorities

The proof of what matters most to you isn't the dream you'll pursue to be happy. It's the dream you'll sacrifice to be faithful. Therefore, the next step of articulating a compelling vision is using the above blank form to narrow Fifty Pursuits that matter into Twenty Priorities that matter most.

In doing so, consider three priority primers – what you're sacrificing for, desperate for, and depending on. Tip: Since these are 20 actual priorities, if you have a priority that wasn't a pursuit, ask yourself: Was it an oversight of my Top 50, or is it really getting in my life funnel?

**Action:** Circle (and write) above 20 of your Top 50 responses to: "I sacrifice to enjoy \_\_\_\_."

## Chapter 4

# Five Passions

Undeniable passions impact unexpected people in unimaginable ways. Fulfilling passions combine what God has given you to do well and what God has given you to love. Doing something well without loving it will wear you out. But the opposite – loving something without doing it well – causes regret. Lacking both is a recipe for disaster. To faithfully fulfill what God gives you, you need both.

At this stage, 50-20-5-1 shifts. Pursuits and priorities are what you already treasure. Passions and purpose, though, are what you will choose going forward – a shift from what is to what can be.

**Action:** In the blank form above, write Five Passions you'll live for, even if they don't yet describe you. Use the parts of your Twenty Priorities that answer: "I'm fulfilled when I \_\_\_\_."

## Chapter 5

# One Purpose

What purpose drives you to maximize your opportunity and be faithful today? We need both. Dreams and actions. Tomorrow's glory and today's faithfulness. Whether you're discovering or just renewing your purpose, it's what you are choosing to become based on how God has created you.

50-20-5-1 ends by narrowing Five Passions you'll live for down to One Purpose you won't live without. This isn't what you prefer or aspire to; it's a purpose God gives you (II Timothy 1:9). Write yours in the blank form above and rework it until it's one sentence that reflects your heart.

**Action:** Write One Purpose you won't live without: "I feel God's embrace when I \_\_\_\_."

For illustrative purposes, here was my 50-20-5-1 when writing this book. For more examples and information, check out *Well Done, Mom & Dad!* and [www.timalba.com](http://www.timalba.com).

### Tim's 50-20-5-1 Embrace

**50 Pursuits:**  
Write your Top 50

- Fifty Pursuits that matter** ("I'm happy when enjoying...")
- |                                      |   |   |
|--------------------------------------|---|---|
| 1 God says, "Well done!"             | 2 Purpose & Passion                       | 3 A faithful legacy                     |
| 4 My kids say I'm godly & their hero | 5 Integrity when no one is there to watch | 6 Heavenly treasures to lay at His feet |
| 7 Anna's embrace                     | 8 Loving Anna                             | 9 Compelling "whys"                     |
| 10 God's anointing                   | 11 Content, not satisfied                 | 12 Serving others                       |
| 13 Providing for family              | 14 Mom's enchiladas                       | 15 Choosing wisely                      |
| 16 "Nuggets" of hope                 | 17 Earning respect                        | 18 Writing my book                      |
| 19 Touching your soul                | 20 Good judgment                          | 21 Persistence                          |
| 22 Making Dad proud                  | 23 True friendship                        | 24 Excellence                           |
| 25 Surrendering to God               | 26 Using unique gifts                     | 27 "Shameless" praise                   |
| 28 Answered prayers                  | 29 Purposeful paintings                   | 30 Family's laughter                    |
| 31 Pondering my Bible                | 32 Balance                                | 33 Great music (loud)                   |
| 34 Proactively change                | 35 Hot showers                            | 36 Exploring/traveling                  |
| 37 Tenacious work ethic              | 38 Historical churches                    | 39 CiCi's Pizza                         |
| 40 Executing plans                   | 41 Hawkeye football                       | 42 Him-dependence                       |
| 43 Bearing fruit                     | 44 Health & Exercise                      | 45 Always learning                      |
| 46 Defending freedom                 | 47 Solving problems                       | 48 Real leadership                      |
| 49 Never forgetting why              | 50 Finishing strong                       |   |

**20 Priorities:**  
Circle 20 above;  
write 20 Priorities

- Twenty Priorities that matter most** ("I sacrifice to enjoy...")
- |                                      |   |   |
|--------------------------------------|---|---|
| 1 God says, "Well done!"             | 2 Purpose & Passion                       | 3 A faithful legacy                     |
| 4 My kids say I'm godly & their hero | 5 Integrity when no one is there to watch | 6 Heavenly treasures to lay at His feet |
| 7 Touching your soul                 | 8 Pondering my Bible                      | 9 God's anointing                       |
| 10 Him-dependence                    | 11 Excellence                             | 12 Serving others                       |
| 13 Providing for family              | 14 Writing my book                        | 15 Choosing wisely                      |
| 16 Earning respect                   | 17 Balance                                | 18 Loving Anna                          |
| 19 Bearing fruit                     | 20 Never forgetting why                   |   |

**5 Passions:**  
Circle parts of  
20 Priorities above;  
write 5 Passions

- Five Passions I'll live for** ("I'm fulfilled when I am...")
- Hearing God say, "Well done!"
  - Being faithful to fulfill my God-given Purpose
  - Leading my family/others to choose wisely & never forget why
  - Loving Anna (which flows to my kids)
  - Passionately pursuing excellence with integrity

**1 Purpose:**  
Circle parts of  
5 Passions above;  
write 1 Purpose

**One Purpose I won't live without** ("I feel God's embrace when I...")  
To help my family and others want what they need to be faithful

↓  
"Well done!"

## Chapter 6

# Visions Monuments

While 50-20-5-1 is a framework to choose your treasures, this chapter helps those treasures come alive using “vision monuments” – visual symbols of your life treasures. These monuments visualize family visions in ways kids will remember and embrace as adults.

Kids need to see practical expressions of vision and understand why it matters. Whether your monuments are purposeful home décor or visual reminders of great family memories, use them to impart your vision of what your family stands for and who you want to become. *Well Done, Mom & Dad!* shares six personal examples, but here’s another monument – a painting that visualizes love.



One of my Five Passions is “Loving Anna (which flows to my kids).” Yes, I tell Anna that I love her, but some of the best expressions of love don’t involve words. Flowers for no reason. Picking up dishes. Frozen yogurt with chocolate syrup and brownie chunks. And great art.

This painting visualizes our snuggled vacation strolls through distant cities. It also symbolizes how our life path often isn’t clear, yet my kids know one thing – Mom and Dad are going there together, no matter what. Without a word, this monument tells the story of a love that flows into my kids.

**Action:** Look around your home. What “monuments” tell stories about love, faith, or heritage that you can share with your kids? \_\_\_\_\_

\_\_\_\_\_

# Character (Treasure Your Choices)

## Chapter 7 1-2-3-U Overview

Compelling vision is crucial for godly legacies, but it means nothing to kids without the second bond of well-done parenting: timeless character – living your chosen qualities with integrity. If we don't lead ourselves well, we can't lead our families well or put them on the path to faithfulness.

Chapters 7 -12 guide you through a self-assessment of character, using the 1-2-3-U Discovery – a process of turning passion into success, success into significance, and significance into faithfulness, followed by an assessment of where you (U) really are in fifteen well-done character qualities.



## Chapter 8 One Treasure of Fulfillment

Living with timeless character starts with One Fulfilling Treasure – a passion that fulfills your purpose. Purpose is what you're called to do; passion, what you're compelled to do. If God gives you a purpose, He'll surely give you a passion to fulfill it. But you have to discover it and build upon it.

Fulfilling passion must balance humility and conviction. If humility exceeds conviction, you can't fulfill your God-given potential. And if conviction exceeds humility, you're cocky, presumptive, or aloof. Either imbalance prevents you from living with a passion that fulfills your God-given purpose.

**Action:** Drawing from your Five Passions, write your One Fulfilling Treasure – a one-sentence driving passion that fulfills your purpose: \_\_\_\_\_

\_\_\_\_\_

## Chapter 9

# Two Forces of Success

God measures success not by the comparability of your accomplishments, but by the completeness of your faithfulness. After discovering a driving passion, the next step to timeless character is turning fulfillment into success by maximizing the two driving forces of success – purpose and passion.

The combination of these two forces results in four kinds of parents, much like the four soils in Jesus' parable of the soils. Since the fate of your kids' souls originates in the fertility of your soil, these four combinations/groups drive your success and the fertility of your soil.

### **Group #1: Low Purpose & Low Passion**

The first group lacks purpose and passion. Small dreams cause them to be “Victims” of circumstances. Like the hardened soils in Mark 4:14-20, these parents become emotionally-compacted victims.

Even the best seeds don't stand a chance on crusty surfaces. Showers of blessing run off instead of soaking deep inside. Biblical examples include: Pharaoh, who let the Jews exit Egypt only after God killed his first-born son; Pharisees, who rejected a spiritual Messiah; and Judas, who betrayed Jesus.

### **Group #2: High Purpose & Low Passion**

“Regretful” parents – with more purpose than passion – struggle with disappointment. Focused thoughts cause them to know better, but unfocused actions result in not doing better.

Like rocky soils that lack roots and quickly wither in Mark 4:16-17, these parents aren't aware of the rocks that crowd out their passion. Then again, we often overlook our rocks, because it's easier to see someone else's speck than our own boulder (Matthew 7:3-5).

### **Group #3: Low Purpose & High Passion**

“Busy” parents, whose passion exceeds their purpose, get praise for focused actions that others can't or won't do. Their problem isn't a lack of results; it's a lack of fulfilling passion.

As with rocky soils in Mark 4:18-19, worries, wealth, and wonders – life thorns – silently blend in, choke, and keep busy parents in survival mode. Just like thorns that pop up in rocky places, these parents may look good for a while, but they eventually get exposed as the legacy-stoppers they are.

### **Group #4: High Purpose & High Passion**

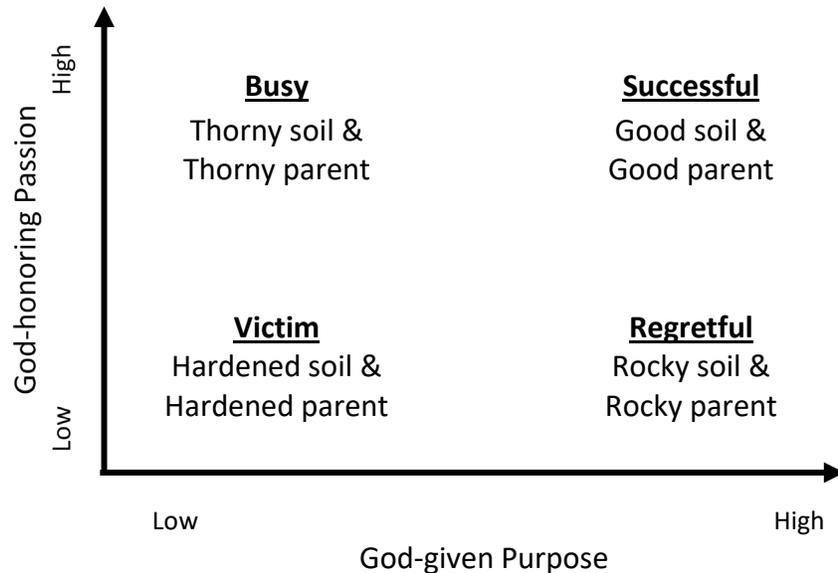
The last group is “Successful” parents, similar to good soil in Mark 4:20: “And those are the ones on whom seeds were sown on the good soil; and they hear the word and accept it, and bear fruit, thirty, sixty, and a hundredfold.”

Whether your potential is 30, 60, or 100x, God wants fertile soil to grow a bountiful legacy. Thankfully, God sows seeds in you regardless of your current soil, just like He did two millennia ago in twelve apostles with sub-standard soils. Thus, there’s real hope for all of us.

**Action:** Which of the below four soils best describes you as a parent and why? \_\_\_\_\_

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## **Chapter 10**

### **Three Choices of Significance**

We can have significance as parents when our kids are the expression of our identity, not the source. Fulfilling treasures and success are crucial for godly legacies, but they’re not enough. Success must lead to faithfulness. That is, “Success in what?” begs an even greater question: “Success for whom?”

The prior chapter introduced four types of parents – victims, regretful, busy, and successful. This chapter focuses on successful parents and three progressive “for-whom” choices that determine the significance of success. Here’s the first of these three choices of significance.

**1) Will you live for YOUR purpose and YOUR passion?**

Living for your purpose and passion is the foundation of “**Admirers**” – people who spawn success through clear, principled character. They are admired and find admirable qualities in others. We love Admirers who motivate us to see what we can do.

Even if you don’t love an Admirer’s cause, you admire their effect, as they live out their purpose with a deep passion. The problem with living for only your purpose and passion, though, is that your for-whom – the person you’re mainly blessing – is *you*.

**2) Will you live for a HIGHER purpose and a HIGHER passion?**

In addition to living for your purpose and your passion, God wants your yes to the second choice of significance made by “**Inspirers**” – people who live for a higher purpose and passion. By fitting within a higher purpose, Inspirers help you see who you want to be.

An Inspirer’s vision isn’t always new to you, but it always renews you. And by living it, they inspire you to do the same. By connecting the dots of life when life is dotted with disappointments, Inspirers can serve others (including kids) who don’t appreciate it or reciprocate. Higher purpose and passion, however, still feel hollow without something greater than you and others.

**3) Will you live for your GOD-GIVEN purpose with2 GOD-HONORING passion?**

True significance isn’t found in something more; it’s someone more – God, who gives us purpose and passion. God-given purpose, though, isn’t just a flourishing mission; it’s also a fulfilling ministry. So too, God-honoring passion doesn’t just attain goals; it also accelerates giftedness.

Parents who live for God-given purpose with God-honoring passion are “**Aspirers**” who help you become who you are created to be. Aspirers don’t want you to copy them; they want to maximize the godly character within you because their for-whom is God.

Not all Admirers are Inspirers, and even fewer Inspirers become Aspirers. Which of these three best describes your “for-whom”: 1) your purpose/passion – *Admirer*, 2) a higher purpose/passion – *Inspirer*, or 3) God-given purpose with God-honoring passion – *Aspirer*? \_\_\_\_\_

**Action:** What would it take for you to live more like an Aspirer? \_\_\_\_\_

\_\_\_\_\_  
\_\_\_\_\_

## Chapter 11

# U – The Real You

As a farm hand, I knew that satisfied farmer don't bother with soil samples. But great farmers, like great families, take samples to maximize their harvest. The first three steps of the 1-2-3-U Discovery explain the source of your life soil's fertility, which determines your opportunity to lead your family. This chapter provides a self-assessment – a sample of your soil – using 15 well-done character qualities.

**Action:** For each of the 15 character qualities below (starting with Vision), circle one of the four choices that best describes you. Later, you'll summarize your 15 soil samples.

### Life-Sight: What you see & why

#### **#1 Vision – how you see through circumstances**

Pursuits – life is an unending string of pursuits that rarely pan out

Priorities – life is disappointing because your priorities never quite satisfy

Passions – you get consumed and frustrated when people don't share your passions

Purpose – the details and the big picture align because they're God-given

#### **#2 Lens – how you adjust to circumstances**

Narrow sighted – like cataracts, in life you see only what's in your direct line of sight

Far sighted – you see what's way out in front, but overlook what's up close in life

Near sighted – you see what's close, but miss the bigger picture of life

Clear sighted – you see, and adjust to, life with clarity regardless of circumstances

#### **#3 Perspective – how you sift through circumstances**

Deprive – you feel deprived of advantages enjoyed by others

Survive – you default to survival mode because circumstances wear you down

Strive – you strive non-stop for another goal, prize, or relationship

Thrive – you thrive in good times and bad by seeing circumstances as a privilege

#### **#4 Outlook – how circumstances affect your future**

Stress – you struggle to see beyond today's concerns, which, in turn, stresses others

Guess – it's anyone's guess what your outlook will be today

Press – pressing passions squeeze you into a box that you can't see outside

Bless – you see challenges as platforms to bless others

**#5 Focus – how you succeed regardless of circumstances**

Resign – you’re resigned to what you *can* see, not what you *could* see

Consign – like a consigner (seller of other people’s items), you don’t risk much

Assign – you’re constantly busy with a never-ending list of assigned tasks

Align – you’re aligned and focused on what truly matters

**Action:** Take a moment to circle your five Life-Sight answers on this chart.

Vision	Pursuits	Priorities	Passions	Purpose
Lens	Narrow sighted	Far sighted	Near sighted	Clear sighted
Perspective	Deprive	Survive	Strive	Thrive
Outlook	Stress	Guess	Press	Bless
Focus	Resign	Consign	Assign	Align

**Life-Style: How you live & why**

**#6 Commitment – attaching to character**

Member – you like being associated with, but avoid commitment to, people and causes

Attender – you show up and participate, yet lack commitment

Extender – you burn out by extending, tiring, and running to the next commitment

Surrender – you sacrificially surrender your will, rather than retreating from difficulties

**#7 Drive – keeping character intact**

Rent – you’re like a renter who hopes for a better offer instead of owning what matters

Meant – you have good intentions, but tend to say, “I meant to do better, but \_\_\_”

Spent – you feel spent, but it doesn’t become obvious until it’s nearly too late

Sent – you know in your heart that you’ve been sent with a purpose

**#8 Workmanship – expressing character**

Decoy – you look like the real deal but you know in your heart you’ve become a decoy

No-joy – you lack joy even when your workmanship excels

Employ – your work ethic makes it easy to be employed, but burn out is a real risk

Deploy – like a deployed, active soldier, you don’t get entangled in everyday affairs

**#9 Obstacles – overcoming obstructions to character**

Blockade – obstacles are insurmountable blockades, preventing hope for escape

Roadblock – obstacles are roadblocks, causing you to lose momentum and motivation

Stumbling block – obstacles are stumbling blocks, tripping you up

Building block – obstacles become building blocks to help others do the same

### **#10 Results – bottom line of character**

Restrain – you wish for better results, but you tend to feel restrained

Maintain – you maintain the status quo by striving for good results

Attain – you attain great goals, yet wonder why they don't feel satisfying

Sustain – you sustain great results by multiplying yourself through others

**Action:** Take a moment to circle your five Life-Style answers on this chart.

Commitment	Member	Attender	Extender	Surrender
Drive	Rent	Meant	Spent	Sent
Workmanship	Decoy	No-joy	Employ	Deploy
Obstacles	Blockade	Roadblock	Stumbling block	Building block
Results	Restrain	Maintain	Attain	Sustain

### **Life-Call: Who you are & why**

#### **#11 Relationships – God's ultimate character builder**

Depleting – your relationships are high-maintenance, presumptive, and on-and-off-again

Repeating – your relationships are exchanged like a transaction, not exhibited as a tribute

Competing – your many mile-wide-and-inch-deep relationships compete for attention

Completing – your relationships complete others by overcoming weaknesses and reinforcing strengths

#### **#12 Change – conviction and clarity of character**

Deformed – you're resisting because you feel twisted into knots

Informing – you're informing without inspiring, so you wonder what's wrong with everyone else

Reforming – you're reforming a disappointing past into a busy future

Transforming – you're routinely transforming because God is transforming you

#### **#13 The Journey – resiliency of character**

Rejecting – you're hesitant to embrace God's promise due to a sense of rejection

Reverting – you want freedom, but revert to the comfort of the good ol' days

Unrelenting – you charge ahead even when God says to wait

Repenting – your prize for continually repenting is intimacy with God

**#14 Faith – proof of character**

Pretending – even if you don’t realize it, you’re pretending to have true faith

Intending – you’re intending to take a leap of faith, but not quite diving in

Depending – you’re largely self-sufficient, depending on yourself

Contending – you live with contending, godly faith like Jude and Gideon

**#15 Finish line – options of character**

“Finished” at the start – you’re going through the motions, never standing a chance

Fade at the finish – you lack the renewal needed to compete all the way to the finish line

Finish the wrong race – you run hard, but you’re often running to the wrong goal line

Finish strong – no matter how you started, you’re finishing well

**Action:** Take a moment to circle your five Life-Call answers on this chart.

Relationships	Depleting	Repeating	Competing	Completing
Change	Deformed	Informing	Reforming	Transforming
The Journey	Rejecting	Reverting	Unrelenting	Repenting
Faith	Pretending	Intending	Depending	Contending
Finish Line	“Finished” at the start	Fade at the finish	Finish the wrong race	Finish strong

**Summary Action:** Write how many of your five answers for Life-Sight, Life-Style, and Life-Call are in the four columns. Then total each column for a glimpse of how much you live like a victim with hardened soil, regretful with rocky soil, busy with thorny soil, and as an Aspirer with good soil.

	<b>Victim / Hardened</b>	<b>Regretful / Rocky</b>	<b>Busy / Thorny</b>	<b>Aspirer / Good</b>	<b>Total</b>
Life-Sight	_____	_____	_____	_____	5
Life-Style	_____	_____	_____	_____	5
Life-Call	_____	_____	_____	_____	5
Total	_____	_____	_____	_____	15

Since your soil becomes your kids’ top soil, hardened parents tend to produce hardened kids. So too, regretful, busy, and aspirer parents raise kids much like them because your kids are often like you on steroids. And the more you know your own soil, the less likely you are to throw dirt on others.

## Chapter 12

# Character Heroes

Kids love superheroes. More than superheroes, though, kids need parents to be character heroes who instill character in them, speak character over them, and celebrate the character already within them. It's far easier to be a character hero, though, when you choose what you'll bake into your kids.

Here's an exercise called "Character Ingredients." It's simple: Pick one character quality for each letter of the alphabet that you want to describe your family.

**Action:** Circle your 26 A-to-Z character qualities (one for each alphabet letter) or write your own.

A – Abide / Achieve / Affirm / Admirable / Adventure / Agreeable / Aligned / Ambitious / Amiable / Appreciative / Artistic / Ascend / Attentive / Authentic / Awaken / \_\_\_\_\_

B – Basic / Beacon / Beliefs / Believable / Belonging / Beloved / Best-practices / Biblical / Big-hearted / Blessing / Bold / Bonding / Boundless / Brave / Bright-eyed / \_\_\_\_\_

C – Captivate / Care / Challenge / Cheerful / Christ-like / Choices / Commit / Communicate / Compelling / Confident / Consistent / Contented / Courageous / Courteous / Curious / \_\_\_\_\_

D – Daring / Decisive / Dedicated / Dependable / Deploying / Determined / Devoted / Dignified / Diligent / Direct / Discerning / Discreet / Disciplined / Dreamer / Driven / \_\_\_\_\_

E – Eager / Earnest / Educated / Effective / Elevate / Embolden / Empathy / Empowering / Encourage / Endurance / Engage / Enhance / Enliven / Enthusiastic / Ethics / \_\_\_\_\_

F – Facilitate / Fair / Faithful / Family / Fearless / Fellowship / Fervent / Fidelity / Flexible / Flourish / Focus / Forgiving / Friend / Fulfill / Fun / Funny / Futuristic / \_\_\_\_\_

G – Generous / Gentle / Giver / Glowing / Goal-oriented / Godly / Good-natured / Graceful / Gracious / Grateful / Guilt-free / \_\_\_\_\_

H – Happy / Heart / Heaven-minded / Heighten / Heroic / Heritage / Holiness / Honest / Honorable / Hopeful / Hospitable / Humble / Humor / \_\_\_\_\_

I – Imaginative / Independent / Influence / Ingenious / Initiative / Inquisitive / Inspiring / Instiller / Integrity / Intelligent / Interdependent / Intriguing / Invigorate / \_\_\_\_\_

J – Jazzed / Jesus-follower / Jolly / Joyful / Judicious / Juggling / Justice / Justified / \_\_\_\_\_

K – Keen / Keystone / Kind / Kindred / Kingdom-minded / Kneeling / Known / \_\_\_\_\_

L – Laughter / Leader / Learner / Legacy / Level-headed / Likable / Limitless / Listener / Lively / Longsuffering / Loving / Loyal / \_\_\_\_\_

M – Magnetic / Magnify / Mature / Meaningful / Meditative / Memories / Memorable / Mentor / Merciful / Missional / Modest / More / Motivate / Musical / \_\_\_\_\_

N – Natural / Neighborly / Nevertheless / Noble / Nonconforming / Nonetheless / Non-negotiable / Nonstop / Notable / Nurture / \_\_\_\_\_

O – Obedient / Observant / Open / Open-minded / Opportune / Optimistic / Orderly / Original / Outdo / Outstanding / Overcomer / Overflowing / Ownership / \_\_\_\_\_

P – Passionate / Patient / Peace / Perceptive / Persuasive / Pleasant / Polite / Positive / Practical / Prayer / Present / Principle / Productive / Propel / Protector / Provider / Purposeful / \_\_\_\_\_

Q – Qualified / Quality / Quest / Questioning / Quick-witted / Quiet / Quips / Quirky / Quizzical / Quotable / \_\_\_\_\_

R – Redeemed / Refreshing / Relational / Reliable / Repenting / Resolute / Resourceful / Respectful / Responsible / Restrained / Resurrected / Reverent / Role-model / \_\_\_\_\_

S – Safe / Sanctified / Self-discipline / Sensitive / Sent / Sentimental / Servant / Servant-leader / Significance / Sincere / Spirit-filled / Strategic / Steward / Supportive / Surrender / \_\_\_\_\_

T – Tactful / Teachable / Teacher / Tenacious / Tender / Timeless / Thankful / Thoughtful / Thriving / Trainer / Transforming / Transparent / Trustworthy / Truthful / \_\_\_\_\_

U – Unassuming / Unconventional / Undaunted / Understanding / Understated / Unentitled / Unique / Unintimidated / Unselfish / Unwavering / Upright / \_\_\_\_\_

V – Validating / Valor / Values / Versatile / Vibrant / Vigorous / Virtuous / Vision / Visionary / Vitalize / Vivid / Vulnerable / \_\_\_\_\_

W – Warm / Warrior / Well-done / Well-spoken / Wholesome / Willing / Winsome / Wise / Witness / Worry-free / Worshipful / \_\_\_\_\_

X – Xacting / Xamining / Xcellence / Xceptional / Xciting / Xemplary / Xperiencing / Xplore / Xpressive / Xtraordinary / Xuberant / \_\_\_\_\_

Y – Yearning / Yes-ma'am / Yoke-breaker / Yoked / Young-hearted / Youthful / \_\_\_\_\_

Z – Zany / Zealous / Zero-excuses / Zest / Zip / Zoned-in / Zoo / Zoomed-in / \_\_\_\_\_

**Action:** Please take a moment to summarize your 26 A-to-Z character qualities below.

A: _____	B: _____	C: _____	D: _____
E: _____	F: _____	G: _____	H: _____
I: _____	J: _____	K: _____	L: _____
M: _____	N: _____	O: _____	P: _____
Q: _____	R: _____	S: _____	T: _____
U: _____	V: _____	W: _____	X: _____
Y: _____	Z: _____		

But how will you use your A-to-Z character qualities? Below is what I created as a visual reminder of how Anna and I want to live and lead. And I gave a similar gift to my kids using their 26 character qualities. (Plus it's a great conversation starter at work with team members and vendors.)

## Alba Family "Secret Sauce"

**Authentic**    *Beliefs*    CHOICES  
**Devoted**  
 Encourager    *Family*  
**Generous**    Humor    **Integrity**  
*Jesus-follower*    KIND  
                                  *Legacy-maker*  
 Memories    **NEVERTHELESS**  
**Obedient**  
**Purposeful**    RELATIONAL  
 Quality  
 SERVANT-LEADER    Transforming  
                                  **UNENTITLED**  
                                  *Visionary*  
**WELL-DONE!**    *Extraordinary*  
*Young-hearted*    **Zealous**

In *Well Done, Mom & Dad!*, you'll find ways to flavor your family with an aromatic secret sauce of character qualities, along with a story about my grandson that you'll likely never forget.

**Bonus Action:** How will you use your 26 A-to-Z character qualities? \_\_\_\_\_

\_\_\_\_\_  
 \_\_\_\_\_  
 (If you want a free A-to-Z summary like the one above, send your 26 words to [www.timalba.com](http://www.timalba.com), and I'll do my best to create it and email it back to you.)

# Culture (Pass It On)

The third bond of well-done parenting – captivating culture – multiplies values through an inspiring environment of faithfulness. Rather than cramming values down your throat, it cultivates a hunger and thirst for values. It nurtures and grooms, and invites kids to the party. Kids slowly grow to want godly values, albeit with their own unique flair.

Captivating family cultures share five elements, the first two of which were already described – vision monuments and a secret sauce of character. The next three chapters provide one example each from the last three elements: Unique family promises, Memory tattoos, and Heavenly hugs.

## Chapter 13 Unique Family Promises

Well-done legacies start by deciding what your kids can expect from you – the promises you make and keep. For kids to believe in your values, though, they need to believe in you. A culture that makes and keeps worthwhile promises instills the ability for kids to trust you and, therefore, trust God.

One of the culture-changing promises is parenting vows. We make wedding vows, so why not parenting vows? Tell your family (and God) what they can expect from you with personal parenting vows. You might mirror traditional wedding vows or you can write longer personal vows like mine, as shown in *Well Done, Mom & Dad!* The key isn't the length of your vows; it's the length you'll go to keep them. Here's an example of how you might start with a traditional vow:

I, Dad, take you, Leslie Marie, to be my daughter, to have and hold you, from this day forward. For better or worse, for richer or poorer, in sickness or health, till death do us part. According to God's Holy Scriptures, I pledge myself to you.

**Action:** Write your own parenting vows for your kids. \_\_\_\_\_

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## Chapter 14

# Memory Tattoos

Memory Tattoos – indelible memories that kids can’t forget and wouldn’t want to – are created by making daily deposits in your kids’ culture accounts that draw their interest. In “Family Portraits” (one of four memory tattoos examples in the book), your family describes each other in three words. I did this three times over fifteen years and used their words for me as a goal to become a better parent.

For example, here is Anna’s Family Portrait. Below each person’s photo are the three words they used to describe Anna’s character.



**ANNA ALBA**



**LOVING**  
**GRACE-FILLED**  
**TRUE**



**SERVANT-HEARTED**  
**COMPASSIONATE**  
**TENDER**



**WELCOMING**  
**GIVING**  
**LOVING**



**SELFLESS**  
**THOUGHTFUL**  
**GENUINE**



**FUN!**  
**CHRISTMAS!**  
**INTERCESSOR**



**PARTIES!**  
**BABIES!**  
**GRACIOUS**



**LOVING**  
**SELFLESS**  
**GENTLE**

This exercise makes memory tattoos by learning how others see you, even years later. For example, four years after this exercise, I sent a reminder to my kids of their three words to describe Leslie. Her reply: “Thankful you see in me what I sometimes can’t see for myself or believe in the hard moments.”

**Action:** Ask family members to describe each other in three words.

<u>OF whom</u>	<u>BY whom</u>	<u>Description in three words</u>
You	Spouse	_____
You	Child #1	_____
You	Child #2	_____
Spouse	You	_____
Spouse	Child #1	_____
Spouse	Child #2	_____
Child #1	You	_____
Child #1	Spouse	_____
Child #1	Child #2	_____
Child #2	You	_____
Child #2	Spouse	_____
Child #2	Child #1	_____

## Chapter 15 Heavenly Hugs

### Hug #1: “Well done!” Hug

One of the greatest ways to create a captivating culture is to prepare your kids for the greatest of all embraces – two kinds of heavenly hugs. First is the “well done!” hug – the intimate one-on-one embrace between Jesus and you. You’ll lay your crowns at His feet, hear Him say, “Well done!” and enter into His joy. It’s the homecoming reserved for anyone found faithful. Imagine that moment for you. And even better, imagine Jesus and *your kids* in a “well done!” embrace!

**Action:** Who has prepared you to enjoy a “well done!” hug? (Then thank them.) \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Because this thought so captures my imagination, I commissioned Keith Lewis to create a painting of Jesus hugging a man like me – bald. But Keith didn’t just paint a bald guy with Jesus . . . he painted *me* with Jesus. Just the two of us in an I’ve-been-waiting-for-you-so-long embrace.



**Hug #2: “Welcome home!” Hug**

Second is the “welcome home!” hug with everyone who helped you enjoy a heavenly homecoming. Imagine all the people lining up for that group hug. Who do you want to hug in heaven? And who’s already there that can’t wait to hug *you*? Family members, friends, co-workers, mentors, teachers, coaches, ministers, role models, and more – all wanting to thank you for helping them have their own heavenly hugs . . . and waiting to welcome you with an eternal hug. Together. Forever.

**Action:** Who in heaven now can’t wait to get in on a group hug with you? \_\_\_\_\_

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You may not commission a painting, but will you commission your kids to embrace Jesus? Will you put faithfulness on a tee so they can whack it? Will you put them on the path to faithfulness so they can walk it? Will you help them know how to be faithful and, more importantly, *want* to?

If you will, you’ll never be the same . . . and neither will your kids. You’re more than well intended. You’ve done well.

Well done, Mom and Dad!

## Your Next Steps

Please read *Well Done Mom & Dad!: A Practical Guide to Turn Good Intentions into Godly Legacies* in order to better live, and lead your family to apply, these principles. For more information and resources, go to **www.WellDoneMomAndDad.com** and **www.timalba.com**. You'll get free resources to turn the dream of a godly family legacy into a reality, such as *10 Myths of Motherhood*, *10 Fallacies of Fatherhood*, and *7 Key Questions Your Kids Wish You Had Answered Sooner*.

Also, get Tim's bi-weekly blog mailed to your inbox by signing up at **www.TimAlba.com/blog**. You'll receive inspirational content to help you hear, "Well done!" from God and family. Topics include parenting, marriage, home/career leadership, character, and faith.

To have Tim speak at an event or to simply discuss a matter, please contact him at:

**timalbawd@gmail.com**  
**www.timalba.com**

## About the Author

As a husband/dad, CFO, and executive pastor, Tim Alba has a unique ability to share inspiring success principles learned at both home and work. This book is the culmination of a lifelong pursuit of His passion: to hear God say, "Well done!" and help others do the same.

Tim's story is one of simple obedience. When God called Tim to leave his dream job as CFO and part-owner of CiCi's Pizza to serve his church full-time, he joyfully obeyed. Eight years later, when God led him to exchange his pastoral role for a volunteer strategist role at his church, Tim again saw God turn simple obedience into a new world of blessings.

Tim's family leadership was featured in *Stories of True Financial Freedom: God's Impact in Real Lives* by Crown Financial Ministries. And his work leadership was featured in *Your Signature Work: Creating Excellence and Influencing Others at Work* by Dianna Booher.

Tim and his wife, Anna, serve families through [www.timalba.com](http://www.timalba.com) and parenting seminars. They have three biological kids, three "bonus" kids (their kids' spouses), and a growing brood of grandchildren.

The logo consists of the letters "WD!" in a white, bold, sans-serif font, centered within a solid orange square.