

# Video: Your Non-Negotiables (8-10 min)

⌚ Module	Module 1.5: Personality & Energy Profile
# Unit Number	4.1
⌚ Types	Video Lesson
⌚ Mandatory	<input checked="" type="checkbox"/>
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## Video Script: Your Non-Negotiables

Module 1.5: Personality & Energy Profile | Unit 4.1 | 8-10 minutes

### Video Overview

**Objective:** Teach participants how to create wiring-based non-negotiables—the boundaries that protect their energy and enable sustainable building.

**Tone:** Direct, empowering, practical.

### Script

#### [OPEN: Direct to camera]

You know your wiring now. You've identified your mismatch patterns.

Now it's time to create your **Operating Rules**—the non-negotiable boundaries that protect your wiring and enable you to build sustainably.

These aren't aspirational. They're protective.

And for cycle-breakers, they're non-negotiable.

## [SECTION 1: What Are Non-Negotiables?]

A non-negotiable is a boundary you will not cross.

It's a line you draw and enforce, no matter what.

**In the context of your wiring, non-negotiables are the rules you create to protect yourself from chronic mismatch.**

Examples:

- "I will not work in environments with no structure" (Rigid)
- "I will not commit to fixed schedules I can't adjust" (Fluid)
- "I will protect 2 hours of solo work every morning" (Introverted)
- "I will not work alone all day—I need collaboration" (Extroverted)

**Non-negotiables are how you design for fit, not force.**

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## [SECTION 2: Why Cycle-Breakers Need Non-Negotiables]

Most people drift through life without clear boundaries around their energy.

They take whatever job comes along. They adapt to whatever environment they're in. They push through mismatch because they think they "should" be able to handle it.

**Cycle-breakers can't afford to drift.**

When you're in chronic mismatch:

- Your coping mechanisms resurface
- Your relapse risk increases
- Your shame scripts come back
- Your builder identity weakens

**Non-negotiables are how you protect yourself from mismatch before it drains you.**

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## [SECTION 3: The Four Types of Non-Negotiables]

Your non-negotiables should cover all four axes of your Builder Type.

## 1. Structure Non-Negotiables

### If you're Rigid (need systems):

- "I will not take on projects without clear deadlines and processes."
- "I will create my own systems when none exist."
- "I will not work in chaotic, unstructured environments."

### If you're Fluid (need flexibility):

- "I will not commit to rigid schedules that can't be adjusted."
  - "I will protect my autonomy over my schedule."
  - "I will not stay in environments that don't allow for spontaneity."
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## 2. Stimulation Non-Negotiables

### If you're High-Stimulation (need intensity):

- "I will not work in low-stakes, repetitive environments."
- "I will build intensity into my work (tight deadlines, variety, high stakes)."
- "I will not grind without structure—I need systems that enable speed."

### If you're Low-Stimulation (need calm):

- "I will not take on high-pressure, crisis-mode work."
  - "I will protect deep work time without interruptions."
  - "I will not sacrifice calm for urgency."
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## 3. Social Energy Non-Negotiables

### If you're Introverted (recharge alone):

- "I will protect solo deep work time every morning."
- "I will limit meetings to what's absolutely necessary."
- "I will not stay in environments with constant social demands."

### If you're Extroverted (recharge with people):

- "I will not work alone all day—I need co-working or collaboration."
  - "I will build regular social interaction into my work."
  - "I will not isolate, even when I'm overwhelmed."
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## 4. Control Non-Negotiables

**If you're Autonomous (need control):**

- "I will not stay in environments where I'm micromanaged."
- "I will own my decisions without second-guessing."
- "I will not ask permission for things I can decide myself."

**If you're Guided (need direction):**

- "I will find a mentor or accountability partner for major decisions."
  - "I will not try to build alone without guidance."
  - "I will ask for help when I need direction."
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## [SECTION 4: How to Enforce Your Non-Negotiables]

Creating non-negotiables is easy. Enforcing them is hard.

Here's why:

- **Guilt:** "Am I being too rigid? Too demanding?"
- **Fear:** "What if I lose this opportunity?"
- **Shame:** "Everyone else can handle this. Why can't I?"

**Here's the truth: Enforcing your non-negotiables is not selfish. It's self-preservation.**

When you violate your non-negotiables, you enter chronic mismatch. And chronic mismatch leads to burnout, relapse, or breakdown.

**So how do you enforce them?**

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### Step 1: Name Your Non-Negotiables Out Loud

Say them to your tribe. Write them down. Make them explicit.

### **Example:**

"I'm Introverted. I will protect 2 hours of solo work every morning. That's non-negotiable."

When you name them, they become real.

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### **Step 2: Communicate Them Early**

Don't wait until you're already overwhelmed to enforce your non-negotiables.

Communicate them up front:

- In job interviews: "I need autonomy over my schedule."
- With collaborators: "I need clear structure and deadlines."
- With clients: "I don't take on crisis-mode projects."

**The earlier you communicate, the easier enforcement becomes.**

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### **Step 3: Redirect Guilt and Shame**

When guilt or shame creeps in ("Am I being too demanding?"), redirect it:

**Guilt script:** "I'm being too rigid. I should just adapt."

**Builder script:** "I'm protecting my wiring. Adaptation without boundaries is how I burned out before."

**Your tribe can help with this. When you slip into guilt, they redirect you.**

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### **Step 4: Walk Away When Necessary**

Sometimes, enforcing a non-negotiable means walking away from an opportunity.

- A job that requires constant social interaction (Introverted)
- A project with no structure (Rigid)
- A partnership where you're micromanaged (Autonomous)

**Walking away is not failure. It's design.**

You're designing for fit, not force.

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## [SECTION 5: What Happens When You Don't Enforce Your Non-Negotiables]

Let me show you what happens when you violate your own non-negotiables:

### **Example: Maria (Introverted, Low-Stim, Autonomous)**

Maria knew she needed solo work time. But she took a job that required constant meetings and collaboration.

**Month 1:** She pushed through. "I can handle this."

**Month 3:** She was drained after every workday. She had no energy left for anything else.

**Month 6:** She burned out completely. She started isolating. She relapsed.

**She didn't fail because she was weak. She failed because she violated her non-negotiables.**

### **When she rebuilt, she enforced them:**

- She found a job that allowed for solo deep work
- She protected her mornings (no meetings before 11am)
- She said no to projects that required constant collaboration

**And she thrived.**

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## [SECTION 6: Your Tribe as Enforcement Partners]

Here's the final piece: **You can't enforce your non-negotiables alone.**

Your brain will default to guilt. Your environment will pressure you to compromise.

**You need your tribe to hold you accountable.**

When you start slipping:

- "Hey, I heard you say you're taking on that high-pressure project. That's a mismatch for your wiring."
- "You said no meetings before 11am. Why are you scheduling one at 9am?"

**Your tribe enforces your non-negotiables when you can't.**

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## [CLOSE: Call to Action]

In the next assignment, you're going to create your Operating Rules—your non-negotiables for each axis.

You'll design:

- Structure rules
- Stimulation rules
- Social energy rules
- Control rules

**These are your boundaries. These are how you protect your wiring.**

And then you'll practice enforcing them with your tribe.

Let's go.

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## Facilitator Notes

### Key Points to Emphasize:

- Non-negotiables are protective, not aspirational
- Enforcing them is self-preservation, not selfishness
- Communicate them early to make enforcement easier
- Your tribe helps you enforce when you can't

### Discussion Prompts:

- "What's one non-negotiable you know you need but haven't been enforcing?"
- "What makes it hard to enforce your non-negotiables?"

### B-Roll Suggestions:

- On-screen examples of non-negotiables for each Builder Type
- Visual showing the progression from violation → mismatch → burnout
- Diagram of tribe as enforcement partners