

GIVEN Mentor Training
Helping Mentees Identify Fulfillment Stories

June 10, 2026

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Learning Objectives:

- 1) Learn the meaning of fulfillment stories;
- 2) Learn how to facilitate mentee identification of their fulfillment stories

But first, let's review your homework from last session.

What did you **GAIN** from conversations where you practiced asking open-ended questions and empathic listening?

What did you **GIVE** from conversations where you practiced asking open-ended questions and empathic listening?

What kind of content do we typically receive when people share with us their “story?”

Fulfillment Story* Autobiographical Form

A Fulfillment Story is simply a description of something a person did that:

1. He/she believes he/she did well;
2. He/she enjoyed doing; and/or,
3. Provided him/her with a sense of deep personal satisfaction or achievement.

It is not necessary that the stories be dramatic or impressive to others. The activities listed might be quite simple. They might have resulted in some award or recognition, but this is not necessary. In fact, one may include stories that nobody but oneself anything about.

Fulfillment stories can be from school, sports, work, church, volunteer activities, at home, leisure time—wherever and whenever.

Fulfillment Stories are:

Not passive experiences, but activities with key details

Not labels that characterize you, but activities that show you in action.

Not general, but specific activities you can support with examples.

Some examples of Fulfillment Stories:

Age 18: Worked with friends to plan and lead our high school’s Kairos retreat.

Age 22: Wrote and directed a comedic play for a young adult group

Age 30: With 4 close friends, started, developed and led a homeschool co-op

Age 34: I developed a new method for processing transactions that improved efficiency by 40%

Age 39: I established an evening routine of quiet reading with our children

Age 42: Set and achieved a goal to be top salesperson by serving my customers well

Age 55: Was a prime mover in starting a new company.

* This definition of fulfillment stories and a method of drawing out unique patterns of motivation from them is taken from the System for Identifying Motivated Abilities (SIMA®) developed by Arthur Miller, Jr. For further information see: [*Unrepeatable: Cultivating the Unique Calling of Every Person*](#), by Luke Burgis & Joshua Miller.

What if I or my clients cannot think of any Fulfillment Stories?

Some people, especially those who have suffered abuse or neglect, do have difficulty identifying their Fulfillment Stories. Here are some tips for capturing them.

- We are not looking for stories about “success” as that term is usually used today—winning first place, having lots of friends and lots of money. Pay close attention to what you enjoyed doing, believe you did reasonably well or that brought you some sense of real fulfillment.
- If they cannot think of anything they believe they did well, then concentrate on the kinds of activities they simply like to do. What are their interests? Have them describe some of the ways they have engaged those interests.
- Have them pay attention to times when they experienced being “in the zone” or in the “flow” of activity so much that they lost track of time because they were absorbed in it.
- Orient them to times at play. Have them go back to the early years when they did not have the crush of adult expectations and were immersed in play activity to their liking – one of those moments when they were called to supper and gave a “Be right there, Ma!” response and then lost track of time and had to be reminded 15 minutes later. What were they doing in THAT activity?

What if a client believes that paying attention to oneself and one’s own satisfaction or success demonstrates pride?

Recognize that God intends to be glorified through his creation, especially through human persons who He made in his image. If you find deep fulfillment in activities that reference your power or performance (e.g. gaining response or acting on stage or controlling a situation or being central to an operation) then you must consider including those stories.

Of course, we can do nothing good without God! Of course, it would be vainglory to seek recognition for ourselves alone. But it is also true that God intends us to participate with him in redemption history and partake of His glory. He desires us to image Him and participate with Him according to how he has naturally inclined us to act.

Humility is proper acknowledgement of who we are before God. Dust? Yes. Utterly dependent upon God? Yes. Each called by creation to be a unique *imago Dei*? Yes. Each of the baptized a literal partaker of the divine nature of the Blessed Trinity intended to shine with Him in glory. Yes!

Capture three of your own Fulfillment Stories using the prompts below

Story #1 - One sentence summary:
What prompted you to get involved:
What you did:
What was most deeply fulfilling to you:

Story #2 - One sentence summary:
What prompted you to get involved:
What you did:
What was most deeply fulfilling to you:

Story #3 - One sentence summary:
What prompted you to get involved:
What you did:
What was most deeply fulfilling to you:

Other Key Points

- 1) Insofar as the Fulfillment Stories are good, Christ is their primary author. "In Him, we live and move and have our being." Acts 17:28
- 2) Generally, they are good; they are about right ordered pursuit of goods to which the person is naturally inclined
- 3) They tend to show one's personal vocation in living color
- 4) They reveal and show integration of one's unique talents are revealed by the CliftonStrengths Assessment.

Homework: Due June 24

Reflect upon and capture three of your own fulfillment stories, which you are comfortable sharing with fellow mentors. Feel free to use the template. If you don't use it, please be sure to write your stories according to the prompts above.