

GET MOTIVATED!

SUCCESS SUMMARIES

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FOR LEADERS AND ACHIEVERS WHO WANT THE FACTS...FAST!

FROM SUCCESS TO SIGNIFICANCE

BY LLOYD REEB

INTRODUCTION



Power Points from Peter Lowe

One of the most profound and positive decisions anyone can make is to incorporate significance into their quest for and understanding of success. Many executives spend the first half of their life focused on becoming a superstar at work and building a solid financial foundation for their families. This is admirable and as it should be. It's part of the American Dream.

But often when high achievers contemplate the second half of their adult life, they wonder if there is more to life—and more to *their* lives than a “badder” title, a bigger house, and another digit on the end of their net worth. The answer of course is a resounding yes, and the very financial and business success you have achieved can make this journey to significance possible. So as you read it, I hope that you'll particularly note that:

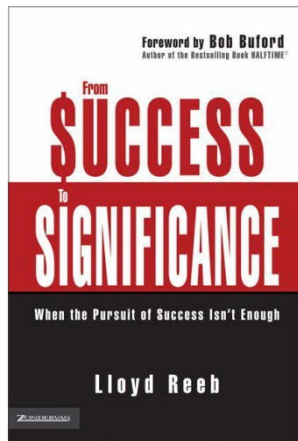
But often when high achievers contemplate the second half of their adult life, they wonder if there is more to life—and more to *their* lives than a “badder” title, a bigger house, and another digit on the end of their net worth. The answer of course is a resounding yes, and the very financial and business success you have achieved can make this journey to significance possible. So as you read it, I hope that you'll particularly note that:

- It's important to know your gifts—and your graces. That is, it's important to know what you're really good at—your fundamental abilities that you would bring to bear in any kind of task, whether arbitrage or feeding the hungry. It's also important to know what special abilities God has given you. When you begin a personal relationship with Jesus Christ, He gives you special abilities to successfully serve others. They're described in 1 Corinthians chapter 12.
- It's important to make sure that your money is working for you while you're serving others. There are powerful financial and investing tools that allow you to build your net worth and yet require just minutes a week. Getting these tools working for you makes incorporating significance into success more achievable than ever. Just ask your coach!

Enthusiastically,

Peter Lowe

Peter Lowe is Founder & CEO of Get Motivated Seminars



When the Pursuit of Success Isn't Enough

THE NET NET

Today's generation of forty- to fifty-something Americans are the wealthiest, healthiest, and best-educated in history. As this generation reaches mid-life, however, many start to feel that there is something missing in their life and success. Many start to feel that success is not enough and that they want their lives to count for something more, but don't know how to go about doing it.

From Success to Significance by Lloyd Reeb explains the yearning for something more that afflicts people at the “Halftime” stage and offers a solution—Significance. Reeb describes his own journey towards significance and offers a plan on how you can pursue it, by finding the freedom to dream again and discovering God's purpose for your life.

About the Author

LLOYD REEB is a successful real estate developer and owner of seniors housing who made a midlife transition to pursue significance. He is the director of The Halftime Group, a national ministry of Leadership Network that helps successful people pursue significance. Reeb also allocates part of his time as pastor of leadership development at Mecklenburg Community Church. He is on the board of the Finishers Project, an organization of more than seventy leading mission agencies that helps boomers find a significant second career in missions. A regular conference speaker, Reeb lives in Charlotte, NC, with his wife, Linda, and their three children.



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FROM SUCCESS TO SIGNIFICANCE

THE COMPLETE SUMMARY

BY LLOYD REEB

Reaching Halftime

Most people spend the first half of their lives working hard for material and financial success. They try to get to the best education, the best jobs, the best houses in the best places, the best schools for their children, etc.

As the first half of life passes and the second half is about to begin, many people go through Halftime. This is a midlife transition period of four to five years from early adulthood (ages twenty-two to forty) to middle adulthood (ages forty-five to sixty) and when many Halftimers start to feel that their life is missing something. Halftime usually takes place between the ages of forty to forty-five.

At Halftime, many people discover that they may have achieved much financially, professionally and even in family life, but want their lives to have greater meaning and significance. Some call this a midlife crisis, but it is usually a stage when forty-somethings feel a sense of unease or dissatisfaction with success, a need to reassess their life so far.

For many, this is when they feel that they need to make some changes and take new directions. They find themselves asking,

- “Who am I?”
- “What is life really about?”
- “What does my life really mean?”

When you start to feel the need to redefine your life for the second half, this is the beginning of the Halftime journey towards finding significance in your life.

Redefining success

First, you need to change how you define success. For the first half of your life, you probably defined it to mean getting to the best college, choosing the right company to work for, starting a great career, making the most money, accumulating the most and the best possessions, and retiring as early as possible. And you work hard to achieve all these things, using your talents and skills.

The Bible tells that God defines success differently and challenges you to redefine success in higher terms than wealth, favor and influence.

Success means finding God’s purpose for your life and pursuing it. Successful living means doing life in community with God, using the talents and gifts he has given you, at his direction and thereby laying up treasure in heaven. At the same time, God promises that this will make you experience the adventure of what it means to really live.

You can do this by using your Halftime period in preparing yourself to have a significant second half of life.

Taking stock of the hazards

Of course, this won’t be easy. Changing your life around to pursue God’s plan for you may entail career risk, financial risk, and the risk of earning the bad/poor opinion of your friends and family. It may also cause you to fear that you will be called unsuccessful by others, lose your influence and become ordinary. This may make you doubt yourself and your decision.

But rest assured that you are not taking this journey and these risks alone. Thousands of people are making this Halftime journey toward a second half of life that has significance.

Four stages of Halftime

As experienced by many, there are typically four stages in the Halftime journey towards a significant second half of life.

Stage one: the foundation of success

Many people do not even recognize this stage. But this is usually the stage when people approaching midlife start to feel confused, uneasy and unsettled. It may be triggered by a significant event—a child going off to college, the death of a parent. You start reflecting on your success and wonder about your life. A handful of questions pop up:

- I have achieved some real success in my first half of life; in fact, I have accomplished much of what I set out to do. But is there more to life than my current situation?
- What do I consider eternally significant?

- What on earth would give my life meaning? What is my real purpose on earth?
- Am I alone in feeling this way?
- How much (stuff, money, advancement) is enough?
- Was my first half experience a foundation for something more significant in my second half?

Stage two: journey inward

After you have reflected on your life and success, you reach a stage when you wonder if God has a greater purpose for you that you have yet to fulfill. You may begin to ask yourself the following questions:

- What am I really passionate about?
- What are my greatest strengths and core values?
- How can I make it work with my financial situation?

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- What is my calling in life? What will be my personal mission statement?
- What role do I play most effectively in an organization?
- What is my spouse thinking about his/her second half and what is our vision together?
- Who can come alongside me in this journey and provide wisdom and insights? Who can help me make sense out of this time of life?

Stage three: awakening challenge

At this stage, you explore your options and the opportunities open for pursuing your purpose in life. You start preparing yourself and your family for your change of direction. You prepare your finances, you talk to your family and work colleagues and clarify expectations, and you research and test service opportunities you can try.

Consider these questions at this stage:

- How can I begin to create the margin in life to explore all that I feel called to do?
- How do I prepare my family and myself for this transition?
- What responsibilities do I have to my parents and how will that affect what I can do in my second half?
- What legacy will I leave to my children and grandchildren?
- In what arena should I serve, my church, my community or in some needy area of the world?
- How do I begin to find service opportunities that fit me?
- What unique configuration of family, work, recreation, and service best fits what I feel called to do?
- What elements of my life do I need to renegotiate to enable to pursue significance?
- Should I still engage in my business with new parameters on my time and renewed sense of purpose?

“Ask yourself what causes, issues, and groups of people you are most concerned for and what change you would like most to help bring about in the world.”

Stage four: reaching potential

In the last stage, you discover what you are called to do and engage in it fully. You find a new balance in your family life, work, service and recreation. Normally, this stage also means adjusting to the culture of the ministry world, learning new skills and assessing if you have found the right place and situation to serve.

At this stage, you may ask yourself the following situation:

- How do I decide between the serving opportunities that I have experimented with?
- What is optimal blend of ministry: local/national/international; life-on-life/organization leadership?
- How can I integrate into this new ministry without losing what has made me successful?
- What is my highest and best contribution? How will I measure my contribution?
- Am I growing closer to God and to those I love as I pursue a second half of greater significance?

A ten-step Halftime plan

Once you have decided to pursue significance in your second half of life and live out God's purpose for you, you need to have a plan on how to go about it. You may follow the following ten-step plan:

Step one: write down what makes you most passionate

Ask yourself what causes, issues, and groups of people you are most concerned for and what change you would like most to help bring about in the world. List your top two areas of passion.

Step two: pinpoint your three greatest natural abilities

List down your greatest strengths and abilities in order and pick the top two. You can take multiple ability-assessment tools on the Internet, such as the Motivational Appraisal of Personal Potential (MAPP) to help you do this.

Step three: identify your spiritual gifts

The Bible says that when a person becomes a Christian, he or she receives at least one spiritual gift. Discover yours by taking two self-assessment tests available on the Internet (see the book for more information). Pick your top two spiritual gifts.

Step four: develop your personal mission statement

At this step, you look at your passion, abilities, and spiritual gifts and find out where these three can overlap. This will be your personal calling. Then write your personal mission statement that expresses this. A personal mission statement says “why we do what we do, what we want to be remembered for.” It is not to describe how we intend to do this, because tactics can change over time.

Include the following in your mission statement:

- What kind of people or what cause do you care about the most?
- What difference do you dream that you could make for those people or that cause?
- What is your greatest skill or area of competence that you can bring to bear?

The author's personal statement goes like this: To be a thought leader in mobilizing high-capacity leaders for Kingdom impact.

Step five: define the position you best play in the team

Clarify what function you can most effectively play in the organization you choose to serve in, such as leader, expert, designer, builder, funding partner, artist, team builder, etc.

Step six: discover your spouse's goals and desires

Include your spouse in your journey by taking the time to ask him/her about his/her dreams and areas of passion. Tell them about your own Halftime plan and see where your dreams and areas of passion overlap.

Step seven: discover where your life needs better balance

Set out to balance the four main areas of your life: Faith or your commitment to lifelong spiritual development; Fitness or being in top physical health for the work you have to do; Family and Friends and having loving and growing relationships with them.

Write down what areas you are weakest in and what actions you will do to improve these areas.

Step eight: plan your finances with an eternal perspective

You also need to prepare your finances to ensure that financial worries or restrictions will not limit your having a significant second half. This means having a strategy to generate a necessary level of income, and a plan on how best to spend it. This may also mean sacrificing some luxuries or making other lifestyle changes because doing service may entail earning less income.

Ask yourself what standard of living you are willing to have and how much money will be enough for you. Then plan your family budget to see what you can remove and what you will still have to spend for.

Step nine: set five goals

Set five most important goals for the next year or two that will prepare you to live out your personal mission statement. These can be financial, spiritual, physical goals, such as getting in better shape, changing your financial spending habits, or renewing your faith.

Step ten: how will you measure the results?

You also need to identify indicators for measuring the impact/accomplishment you have achieved in the next five years of pursuing your significant second half. It is important to measure the results to see how effective you have been in fulfilling your personal mission statement and what changes you need to make to become more effective. Write down three ways you can measure the results of your plan.

Finding your place of service

The broadest question you need to answer as you begin your significant second-half is where you will serve. Four primary arenas offer opportunities for second-half service that yield eternal significance. These are:

1. In the marketplace.
2. In your church.
3. In your community.
4. Around the world.

You can choose one or find a good combination of two. The Bible is clear that the church is the vehicle God is building to change the world, so in theory, you can serve in any of the above arenas under your church and its leadership. This may be the healthiest and most biblical model. However, you may find yourself in a church that does not welcome your significant involvement or does not offer the right opportunity or support for you to serve.

You can serve within the marketplace and stay at your current job situation. Doing service does not necessarily mean quitting your job, though it may mean spending less time on it to have enough time to do service.

“Set five most important goals for the next year or two that will prepare you to live out your personal mission statement.”

Consult your spouse and closest friends and ask their opinion. Explore your options and test to see where you will find the most support, and the best fit. Start with your community; you may find that there are many ways you can serve close to home.

Finding your spot on the team

Once you have identified where you will serve, see where you can make the most contribution and make the best use of your gifts, talents, and abilities. Look for a specific assignment. You can do this best by writing down who you really are, and what you are looking for and present this to the church or organization you want to serve in. This way,

they can help situate you within the organization. If you are vague, it will be more difficult to find the right place for you.

Answer the following questions:

- How much time will you work at your new calling?
- Will it need to be paid or unpaid?

The answers to these two questions will help you clarify if you will serve full-time, part-time or occasionally, and if you want to be a paid worker or volunteer or consultant. It will also be good for your organization/church to know these things so that expectations are clear.

Cutting what is least valuable; overlapping the valuable

To help you pursue your significant second half, try this exercise to see what in your life you can cut out and what you will keep. Make a table with five columns. In the leftmost column, write down all your roles and responsibilities and ongoing activities/tasks. Label each of the following columns as Impact (Is this changing the world?), Heart (Is it in my area of passion?), Obligation (Do I have an overriding obligation to do this?), and Growth (Am I growing and developing through this?).

Then rank each activity, role and responsibility, according to its level of impact, heart, obligation, and growth. Select the bottom two or three and eliminate them from your life.

Now look at the top three activities, roles and responsibilities and see how you can overlap these in your life. For example, you may have on your list being a parent, traveling for your service, and staying fit. You can overlap these by finding opportunities to bring your children when you travel for work, or finding a sport or physical activity that you can do with your child.

Things to remember

As you begin your service towards a significant second half, it is important to remember to do several important things.

Connecting to your spouse, peers and friends

Do not do it alone or in isolation from others from fear of being misunderstood. Talk to your spouse or closest friends and ask for their opinion and support. You may encounter puzzlement or disapproval, but you may also get wonderful support and great suggestions on how to go about putting your Halftime plan into action. You may also find that you are not the only one wanting to make a significant change in your life.

Negotiate

Do not be afraid to negotiate with your spouse, your boss and other people who have expectations of you. Pursuing your calling towards a significant second half means making major changes, such as earning less, working less hours, spending less time on things that you used to do. This may be disappointing or frustrating to others who require things of you. So talk to them about what you want to do in your life and try to come up with a win-win solution that you both can be happy with.

Learn to adjust to a new culture

If you come from the corporate world, you will find, as you begin your service, that the culture in a church, ministry or nonprofit organization is very different. It may seem less hurried and less efficient than you were used to. Instead of being frustrated, giving up, and going back to what you were comfortable with, give yourself and them a chance and enough time to adjust.

Remind yourself that the corporate world and the ministry/nonprofit culture are different and have different ways of doing things so you cannot expect them to work the same way. Tell yourself that each have their strengths and are both important to doing God's work.

Continuing to evolve

As you continue on your journey, you may, from time to time, find the need to reassess and make changes in your niche of service as you discover more and more ways by which you can better serve. Do not be afraid to make such changes; you cannot always find the best fit right off the bat. Experiment with different roles and places to serve until you find the right one.

