

Quality #5: Finding Joy in the Journey

Recognition and Remuneration

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We have posed the question, “What creates or threatens joy at this deep personal experience in the here and now? Let’s explore the effects of recognition and remuneration on our experiencing joy in the journey.

We are passionate about what we do. We are excited about our vision and how each millimeter of creation brings us one step closer to our dreams. We encounter challenges but we embrace them knowing that they are either attempts by some outside forces to impede growth or they are opportunities in disguise that will provide the very answers to facilitate growth. The more we grow the more success we can handle.

We are grateful for what we have and are focused on creating the most with what we have been given. Then something happens. In our efforts to persist until we succeed our thoughts turn to recognition or remuneration. We begin to think about how hard we are working and start to notice that others may not fully appreciate the value of our service and sacrifices. We may even believe that we are not being paid fairly or we are simply not making enough money to meet our needs or desires.

We begin to think about money and making more money. It begins to occupy our creative time. Instead of investing this time in the one of the five constructive ways to create a vision that will ignite passion and drive focus, discipline, effort and action, we begin to obsessively focus on what we do not have. This obsessive desire for money distracts the very creation of it – both the manifestation of inspired ideas, impressions and solutions to problems and the actions needed to create it in tangible reality. We can engage in fantasy about a time when we will have it or catastrophize in search of reasons why we have been robbed of it. The same is true of recognition.

When completing tasks we may think about doing things in such a way that others will notice and recognize our contributions. We can spend valuable creation time thinking about how we can communicate our growing frustration. We may even include in our language subtle or not so subtle hints about our dissatisfaction - how hard we are working or the value of our contribution. Worst of all we will be too pre-occupied to step in the world of others and listen and take down walls of resistance. We will be

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more inclined to impatiently throw up on people's walls and live in frustration when they do not take action as quickly as we want.

This is not a discussion about how much we deserve. It is about shifting our focus from passion driven action during creation time to a need for recognition or remuneration. The result is almost always compromises in quality, missed opportunity and diminished joy in our journey. To compound the suffering, we quickly create unrealistic expectations and our selfish energy and fractured efforts contribute to the inevitable disappointments that surely will follow – we create a self-fulfilling prophecy. That which we wanted most continues to evade us.

In extreme cases, we can come to the conclusion that our work – what we do – whether at home or office is not doing us any good and is of no value to others. We see this frequently with those who have chosen the noble calling of staying home and nurturing small children.

It is imperative that we be sensitive to the sacrifices made in this very fulltime profession. I remember a client exclaiming, “What does she do all day? I leave and it's a mess. I come home and it's still a mess. Nothing gets done all day. The laundry is piling up. The dishes are piling up. It can't be that hard to take care of two small children!”

In this situation, he felt as if he was working harder than his wife and contributing more to the family and she needed to step up and do her part. In his passive-aggressive way of getting recognized for his hard work he was minimizing and marginalizing her contribution.

My recommendation to him was simple. Take off a week and send yours wife to a spa for rest and relaxation while you stay home and care for the children. It should be a piece of cake. In the end, he didn't take off a week – just an entire day. But that was enough to cure him of complaining. His wife was intrinsically validated.

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Reflect on your duties and roles. Ever feel under appreciated? Ever focus on needing more money or receiving more recognition? Become conscious of your comments and actions when these thoughts are present. Most of all reflect on how others are or might respond if they knew your true motives.

These sabotaging thought processes rob us of joy. As Og writes, “The prizes of life are at the end of each journey not near the beginning.” The greatest prize of life is joy.

If we are constantly looking at the next task and asking, “What can I create?” “How can I create that?” “How will this serve?” we can experience sparks of passion as our active partner manifests ideas, impressions and solutions to problems. As we focus on the millimeters of creation and we know why we are there, we can experience joy at the end of each victory – each pivotal moment well executed. This is difficult to accomplish if and when our thoughts are obsessively focused on getting recognized, being appreciated and getting adequately paid.

Being recognized and receiving proper remuneration for our work is important. It is even more important that we discipline our thought processes to focus on the task at hand once we engage in doing. Joy cannot come out of distraction. Joy comes from accomplishing a task and making a difference in someone’s life.

Take a look at your assessment. On the right side, your internal world, find the sixth Characteristic of an Intentional Creator, Persistent. What color is the bar? Teal is balanced. If it is green you may occasionally entertain some of the sabotaging thought processes discussed. If orange or red, these thoughts are more frequent and pronounced. Any sabotaging thought processes weighing you down?

It is important that we are recognized and receive appropriate remuneration, but it is not more important than valuing your ability (Confident), being self-directed (Self-direction), being grateful for our life (Grateful) and intrinsically valuing yourself (Integrative).

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Recognition & Remuneration

In truth, far too many look to this Characteristic as validation of their personal worth. They find their value in what they have and how well they complete tasks – measured by how they are paid or recognized. When this is not received, it can negatively impact our self-esteem. This can also cause a pre-occupation – an obsessive focus on doing at the expense of being – whole, complete, joyful.

Let us commit to begin the day by first focusing on the scheduled tasks. Second, determining if these tasks are in fact the next millimeter in creating our dreams in tangible reality. Third, focus on what can be created, how it can be created and how it will serve. And lastly, when we are in creation, let us commit to focus all of our energy on the task at hand and create excellence in all that we do.

Og writes, “I will concentrate my energy on the challenge of the moment and my actions will help me forget all else. The problems of my home will be left in my home. I will think naught of my family when I am in the market place for this will cloud my thoughts. So too will the problems of the market place be left in the market place and I will think naught of my profession when I am in my home for this will dampen my love. There is no room in the market place for my family, nor is there room in my home for the market. Each will I divorce from the other and thus will I remain wedded to both. Separate must they remain or my career will die. This is a paradox of the ages.”

The same is true of recognition and remuneration. Let us stay focused on the task at hand. Let the result evidence the value of our contribution. Whether paid or recognized adequately, you will know that you did your best. You will have embraced your own genius, been your very best and feel the joy that comes from being excellent.