

# the enlightened leader



## Reflections from Izzo

In early January I spent three days with 30 leading practitioners who together have almost a thousand years of experience working with organizations. To my surprise, we spent a significant amount of time talking about whether “leadership development” has made any difference. Are leaders better now than they were when the craze of

leadership ideas kicked into high gear almost thirty years ago?

Many times over the years I have been asked if leaders can be trained or whether some people just have what it takes to lead others. Can we change and become better leaders? If so, what are the techniques that are most effective?

Here is what I have discovered. We change when we watch and learn from others who are better than us. I’ve often thought that organizations take far too few field trips. Send a group of leaders out to visit the most admired companies where leaders do it well. We can learn a great deal by watching others do things well. An executive I know at a Telcom always has his kids pick out good skiers and watch them go down the mountain and asks them what they noticed.

Why not apply this principle in improving your own leadership. Find the two or three best people leaders in your organization and take them to lunch (when in doubt ask employees or find out what leaders get the highest ratings from their staff). At lunch, ask them to tell you some of the things they do that work for them. I don’t think we are intentional enough about hanging out with those who do it well.

This is true in every area of your life. Identify the best parents in your circle or the best spouses. Watch them. Take them out to lunch. Ask them what works for them and try some of their practices.

Another simple way to improve your leadership is to always have “one” thing you are working on. Studies show it takes up to 90 days to change our habits in a particular area of our life or work. In this newsletter we discuss research by Tim Galloway that discovered the act of carrying a card around with you has a powerful impact on your habits. If you want to be a more appreciative leader—write down the words “recognize others” on a card and carry it for 90 days. Choose your own focus, but choose only one thing at a time.

Do leadership classes help leaders change? The best leadership development courses do three things for participants: They get feedback on how they lead, they learn new tools and techniques (often from other participants), and they leave with a specific focus for change. We have also found that leadership classes that meet over time where people are accountable to others for change have a much larger impact. That is why we designed our people-centered leadership program as a course that goes over a six-eight month period.

At the gathering in early January, the 30 of us also agreed to write out 5-20 questions we want to ask ourselves every day or week. We committed to partner with another person and talk every week until we meet again next January asking each other the questions we have identified. Great idea and I will let you know if it works.

So do leaders change? Can you teach leaders to get better (or parents, spouses, and so on)? Of course we can and that is why you subscribe to this newsletter.

Best,  
John

## national appearances

### January 2006

Jan. 4th  
Jan. 6-10  
Jan 12th  
Jan 13th  
Jan. 17th  
Jan. 19th  
Jan 21st  
Jan 23rd

### February 2006

Feb. 1st  
Feb. 2nd  
Feb. 7th  
Feb 8th  
Feb. 9th  
Feb 13-14th  
Feb 15th  
Feb 16th  
Feb. 21-23  
Feb. 24th  
Feb. 27-28th

### March 2005

March. 1-10  
March 11-31st

### April 2006

April 4-5th  
April 7th  
April 11-12th  
April 14-16th  
April 18th  
April 19th  
April 21st  
April 23rd  
April 25th  
April 27th  
April 29th

### May 2005

May 1st  
May 4th  
May 10-11th  
May 12th  
May 15-17th  
May 18th  
May 19th  
May 26th

### June 2006

June 1-4th  
June 28th

**US Cellular** - Waukesha, WI  
**Learning Network** - La Jolla, CA  
**Trinity Healthcare**  
**St Joseph's Hospital**  
**Electro-Federation** - Phoenix, AZ  
**Ted's Montana Grill** - Greensboro, TX.  
**NORSKE Canada** - Calgary, AB  
**TELUS** - Edmonton, AB

**Frito-Lay** - San Diego, CA  
**Trinity Healthcare**  
**Mercy Des Moines** - Des Moines, Iowa  
**US Cellular** - Chicago, IL  
**Speakers' Spotlight Showcase** - Vancouver, BC  
**TELUS** - Calgary, AB  
**Alberta Energy** - Calgary, AB  
**Alberta Energy** - Edmonton, AB  
**TELUS** - Toronto, Ont.  
**St Joseph's Healthcare**  
**TELUS** - Vancouver, BC

Closed

**Dr. John Izzo in Africa with Richard Lieder**

**TELUS** - Vancouver, BC  
**Howard College** - Columbia MD  
**TELUS** - Edmonton, AB  
**EASTER BREAK**  
**Colorado Treasury Assn** - Denver, CO  
**HOLD - US Event**  
**AONE** - Orlando, FL  
**NEA Conference** - Austin, TX  
**Waukesha Memorial Hospital**  
**TELUS** - Ottawa, ON  
**Avera Healthcare** - Minneapolis, MN

**Indr'I Accident Prov. Assn.**—Toronto, ON  
**TELUS** - Montreal, QUE.  
**TELUS** - Calgary  
**Assn. of Broadcasters** - Victoria, BC  
**TELUS** - Vancouver, BC  
**City of Burnaby** - Burnaby, BC  
**Iowa Hospital Assn.** - Des Moines, IA  
**Periodontal Assn of Greensboro**

**Greenleaf Center for Servant Leadership**  
Indianapolis, IN  
**Providence Healthcare** - Toronto, ON

If you need information regarding upcoming dates please contact us:  
[info@theizzogroup.com](mailto:info@theizzogroup.com)

## How do you start your day?

How do you start your day? Setting the tone for your day can make a real difference in how that day proceeds. Dr. Izzo has a personal and professional mission (and vision statement) which he reads at the start of every day. One woman told us she has a theme song she plays every day on her way to work. The song lifts her spirit and she finds when she arrives at work she is ready to do good work. Or write out ten questions that you want to ask yourself every day. Come up with your own ritual but the point is—it matters how you start your day.



## Surprise: The World is Getting Better

Reading or watching the daily news from around the world (which routinely includes new kidnapping and bombings) may keep us from seeing the forest for the trees. According to a recent United Nations report, there has been a steady decline in the last fifteen years in genocide, armed conflicts and human rights violations worldwide. Though we are still far from living in a peaceful world, this report shows empirical evidence that when it comes to how we treat each other, the world is apparently getting better.

Please visit : [www.un.org](http://www.un.org)

## Are Employees Less Loyal?

By John Izzo

Most people seem to feel that employees are less loyal today than they used to be. Yet a recent survey showed that about 70% of us would still rather work for one company for our entire career than move around. Perhaps employees are just “differently” loyal. In an upcoming article Dr. Izzo explores how employee loyalty is changing but here are a few key things to keep in mind. Employees may want to change more than leave. A University of Guelph study found that a job change (internal or external) leads to greater loyalty which is why it is critical to make it easy for people to find other opportunities within your organization which may mean a new job or just the opportunity to participate in assignments of interest to them. A large Metrix study of hotel employees also found that loyalty was strongly related to pride in the brand of your employer. So what are you doing to increase your people’s pride and attachment to the brand? Many studies have also shown employees who are able to balance work and personal life are more loyal than those who can’t. In fact, many employees who participate

in flexible work arrangements identify them as the strongest “glue” holding them to their company.



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## Want to Change Habits?

### TRY CARRYING A CARD

How do we change habits in our personal life and as leaders? A series of studies by Tim Galloway (author of “The Inner Game of Tennis”), suggest that the simple act of carrying a card around with you and looking at it 7-8 times each day produces significant change. In fact, they discovered that carrying a card around produced about three times more change than setting goals. If there is something you want to do more or less of as a leader, try writing down a few words on a card and carrying it with you wherever you go. The words may be as simple as: Appreciate people, don’t micromanage, ask for people’s ideas, get to know people, listen, and so on. We have taught thousands of people to use this simple technique and we hear many stories about significant change. Just this week a man wrote saying he was carrying his card around and others keep asking him if he is “different.” The “card” works in your personal life as well—write down something you want to keep in your awareness—eating right, being active, making room for friends, and so on. Try it and let us know what you discover.

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# great workplace culture series

## DVD Vignette Series

Dr. Izzo has produced a new series of teaching videos averaging 7-12 minutes in length. The nine videos are meant to be shown at the beginning of staff meetings, at performance reviews or at the beginning of a conference to set a specific tone and assist in creating change. Our goal is to encourage and assist you in your leadership role of creating a culture of excellence.



Each video explores one of Dr. Izzo's key messages with new stories and material including: "Enjoy the Rowing", "100/0", "Your Most Important Customer", "Make Someone's Day", "Be the Dog", "The Five Rows", "Complainers and Contributors", "Appreciation..., Priceless!", "What's Your Edge?" and "What Questions Rule Your Life?".

The intention behind these vignettes is to supply you with a variety of messages in short useable chunks to enhance an idea, new direction or message you would like to encourage with-in your workplace.

If you wish to preview three of these vignettes, please go to [www.theizzogroup.com](http://www.theizzogroup.com) and on the homepage there is a direct link to our DVD preview page.

We accept Visa and MasterCard for Canadian and US Purchases!

If you need further information on this product please e-mail us at: [info@theizzogroup.com](mailto:info@theizzogroup.com).



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## Comments? Suggestions?

Do you know someone who might benefit from our newsletter?  
Please feel free to contact us at :

[info@theizzogroup.com](mailto:info@theizzogroup.com)

You can also contact us if you wish to have your name taken off our mailing list

## Downloading past editions of our newsletter...

Many individuals have asked about back issues of the 'Enlightened Leader'. If you visit our website you can view and download all the past editions. Simply go to: [www.theizzogroup.com](http://www.theizzogroup.com) 'click' on "newsletter" and there you should find all past editions.



Happy Reading.

## Send us your thoughts.

Simply e-mail us your article—we allow for a maximum of 500 words and we do reserve the right to correct, edit and check any facts contained in the document.

### Book Ideas?

Have a great book you think readers should look at? Let us know we'll spread it around!

Know of a great workplace?—let us know—we'll feature them in an upcoming edition on best practices and best workplaces.

Know of a great individual who deserves recognition? Write us and tell us about them—we're dedicating an edition to all those we don't recognize enough!

This Newsletter is produced by The Izzo Group Ltd.

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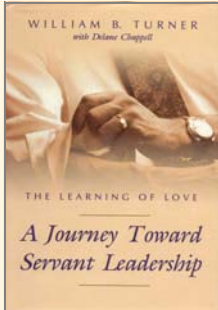
[www.theizzogroup.com](http://www.theizzogroup.com)

## Suggested Books

### *The Learning of Love:*

#### **A Journey Toward Servant Leadership**

By William B. Turner with Delane Chappell



In this highly personal book, William B. Turner of Columbus, Georgia, chronicles his life and the spiritual journey that led him to embrace the concept of servant leadership. The journey began on his eighth birthday when his grandfather, industrialist W. C. Bradley, anointed him the head of two large corporations. He resisted the expectations that were set upon him and was led by the examples of his predecessors (grandfather and father) and

by God to adopt the principle of servant leadership.

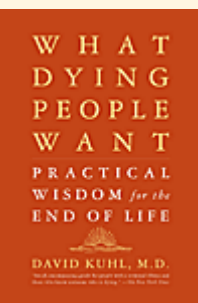
William Turner's contribution to servant leadership, which is based on spirit-filled love, is the hope of the future because it leads to God. Fortune Magazine named Synovus Financial Corporation the Best Place to Work in America. More important than the accolades he and his associates and companies have received, however, is the daily evidence of people caring about one another and of peoples creativity being unleashed as they explore who they are and what they can do in the workplace.

Within these pages you will walk through the tapestry of Turner's journey that threads together family, church, business, and community to create a pattern for living and practicing servant leadership.

### *What Dying People Want*

#### **Practical Wisdom for the End of Life**

By David Kuhl, M.D. (Doubleday Canada)



A profound and practical book about living with a terminal illness over a long period of time. It offers guidance, solace, and helpful strategies for people who are terminally ill, their families and caregivers.

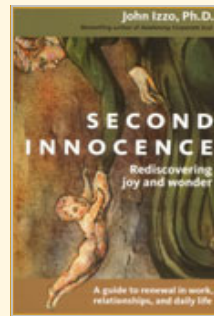
Facing death results in more fear and anxiety than any other human experience. Western medicine has accomplished a great deal in addressing physical pain and controlling symptoms

for people with a terminal illness, but much slower progress has been made in understanding and alleviating psychological and spiritual distress. In *What Dying People Want*, Dr. David Kuhl begins to bridge that gap. He does so by addressing end-of-life realities — physical, psychological and spiritual — through his own experiences as a doctor and through the words and experiences of people who know that they are dying.

### *Second Innocence:*

#### **Rediscovering Joy and Wonder**

By Dr. John Izzo (Berrett Kohler 2004)



Is it possible to age and keep the sense of wonder about life that we had when we were young? Can we age without becoming cynical? Is it possible that our willingness to hold on to our innocence and idealism influences our ability to discover joy in our lives and make a difference in our world? Does our experience in the world take away our innocence, idealism and sense of wonder or does our choice to give up those qualities

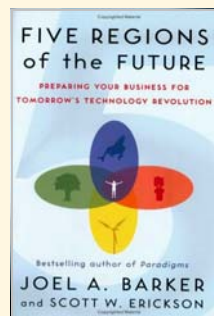
shape our experience?

Many people have become more cynical and skeptical about business, government, the world, about whether one person can make a difference, and our ability to create a healthy society where our children and families are safe. In his new book, *Second Innocence: Rediscovering Joy & Wonder*, respected business advisor and former minister, Dr. John Izzo, suggests that only if we are willing to reclaim our innocence and idealism can we hope to create better communities, better families, better workplaces, and ultimately a better world.

### *Five Regions of the Future:*

#### **Preparing Your Business for Tomorrow's Technology Revolution**

By Joel Barker and Scott Erickson (Penguin Group- 2005)



Futurist Joel Barker was the first to apply the scientific concept of paradigm shifts to the world of business, which helped make his 1992 book, *Future Edge* (later republished as *Paradigms*), a national bestseller. He has spent more than twenty- five years studying how companies adapt (or fail to) to new breakthroughs.

Now Barker and fellow futurist Scott Erickson offer a bold new way of looking at today's rapidly evolving technologies: as five distinct "ecosystems" that each operates with a distinct set of values, advantages, and disadvantages: Super Tech: Bigger, better, more!

- Limits Tech: Use what you've got
- Local Tech: Think small, think home
- Nature Tech: Be one with nature
- Human Tech: What lies within us

From pet robots to hypersonic planes, from wave power to waterless toilets, Barker and Erickson give readers a totally new way to understand and take advantage of the future of technology. *Five Regions of the Future* is an essential book for anyone baffled by today's technological onslaught.

## greening our world

By Leslie Nolin-Izzo



Last issue we introduced this new section with a bit of trepidation. To our surprise we were inundated with positive feedback and some of you sent us examples of your deepening sense of responsibility towards caring for the planet.

Many of you have been thinking about the effects your daily decisions have on our environment. You are concerned about the types of vehicles you drive, what you purchase...and what you don't, the kinds of companies you invest in or purchase from and you are all becoming

more aware of the effects our cumulative decisions can have on our air, water and land.

I think anyone who has children are experiencing the same things that we are and that is that our children are being taught within their schools that caring for the environment is no longer a choice, it is now a personal responsibility. Through many school systems across North America kids are learning about global and environmental responsibility and that they are fast becoming behavioral expectations and the new standard within their schools.

About six months ago I was having a conversation about the definition of "responsibility" with our daughter, (who is 12 ) and at the end of our interesting banter she said "*exactly where is 'away'?*" Our son, who is now 16, chimed in and added "*yeah, is 'away' another planet? Is 'away' an invisible place we like to imagine?*" We talk about "throwing something away" all the time, where exactly is that? Someone's backyard? Our lakes or oceans? Another country? Good question I thought.

If you are trying to hire anyone aged 18-36 they'll be asking you about your **company's consciousness record,**

Do you have one?

This conversation continued and what I got from it was that in school being "*environmental*" is now similar to the importance of having manners. If a child throws paper or their empty pop can into the garbage can instead of the recycling bin other kids make comments like "*Enviro-glut!*" I think this is the same as being called a "*litterbug*" when I was 12 however there are clearly existing *do's and don'ts* in our children's world. What about your work world?

Being environmentally responsible is quickly becoming seen as an unselfish and honorable trait and a growing expectation of the human population. It is becoming clear that environmental consciousness is not just about saving trees. Its broader than that. Most of us live in houses or apartments, we all have to get to work, we all eat, we all play, we all want the new fashion statements, or the new bike, golf clubs or hiking gear, swimming pool, home ren-o ... whatever and we all make decisions everyday that impact others. It is how we choose to make those decisions that can also control the affect we have on others and our world.

Take the time to make a change bearing in mind that sometimes the choice is to just do something differently. Visit some helpful websites...heck, ask your kids about things you could change as a family. Then, for kicks look in the mirror in the morning, grin and secretly call yourself a tree hugger!

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## interesting websites

- [www.circleoflife.greenhome.com](http://www.circleoflife.greenhome.com)—you can order environmentally conscious product for the office and home.
- [www.greenoffice.org.nz](http://www.greenoffice.org.nz)—want to seriously green your office environment? This site can help.
- [www.sustainablebusiness.com](http://www.sustainablebusiness.com)—a conduit of information on building sustainable business practices.

## sharing your changes

Dear Dr. John Izzo,

My fiancée and I attended your presentation "Unleash Your Potential" at the Saturday Morning program on October 5th in Toronto. It was extraordinary, you created an atmosphere of inspiration, thought and energy that allowed us to travel through our emotions to reconnect to our higher purpose in life with a focus on the things that really matter. You gave us the ability to reflect back on the innocence of our childhood, to recall our early desires, to learn and discover, appreciate the world around us, to open ourselves to what life has to offer, to seek understanding without passing judgment. Our time with you on that morning was life changing.

In November my fiancée and I traveled to the Cayman Islands to get married. We were truly blessed everything on our wedding day without exception was perfect, we considered ourselves extremely fortunate. A number of people who we had never met before, passed through our lives in those few short days making our wedding day an extraordinary experience. The following day my wife and I strolled to the beach, well actually it wasn't a beach but rather a rugged shore made up of quite sharp lava like rocks. As we carefully navigated our way towards the water I noticed an empty pop can trapped between the rocks, I remembered what you had shared with us that day back in Toronto, particularly about the beaches on your travels. I reached down between the rocks and picked up the empty pop can as I did I noticed another piece of refuse a little further away and then yet still another. When all was said and done I collected 22 pieces of paper, pop cans and the like, it felt good to give back a little bit to the people of the island who made our life so incredible during that visit.

Name withheld

# What Question Rules Your Life?

The following excerpt is from Dr. Izzo's book, *Second Innocence*

My children occasionally sit down, stare at me and speak what they perceive to be the worst of all possible human conditions: "Dad, we're bored!" Indeed, the feeling that life has lost its flavor is a significant spiritual malaise that can touch any of us at any age. So I ask myself, what is the antidote to boredom? How do we keep life feeling fresh and new? This is, at its heart, a deeply spiritual question.

My friend Steve, a mid-lifer like me, says that vacations are not what they used to be. "After all, once you've seen a few cathedrals, ruins, interesting towns, pretty beaches and quaint shops, they all start to look the same. I feel like I've done it all before..."

This could describe our experience of life. After some time, the tongue loses its ability to taste, the nose its sense of scent, the hands their sensitivity to touch, the eyes their ability to see the wonder of things. One of the ways we lose our innocence is when we begin to feel we have "done it all before." We may feel that we have experienced all that life has to give and find that our hunger has not yet been satisfied by all this tasting.

Another friend, a painter named Michael, recalls how as a child he recalls the intense scent of fresh-cut grass, the strong odor of newly milled lumber and, indeed, how sharp all his senses were. "What is it," he asked, "that makes life lose its freshness?" The writer of the Old Testament Book of *Ecclesiastes* knew this feeling well, lamenting: "There is nothing new under the sun."

How does one escape this cycle, the experience of having done it all? Often we try to experience more things. Years of travel to tourist sites gives way to adventure travel — climbing mountains, racing cars, the ultimate spa experience, a balloon ride across mountains... the search continues. In that ever-deepening quest for a new experience, some people may actually find something that, for a time, satisfies them. But many others still find a growing sense that something is missing.

This seems to be what the Buddhists mean by the "hungry ghost." Instead of satisfying our hunger, these new experiences merely wear out the senses, so that after some time no thrill can ever be enough.

There are important hints at the answer to this dilemma throughout the spiritual and poetic traditions. Again and again, sages have pointed me towards a seemingly indisputable truth: boredom can only be resolved by joining with something bigger than ourselves.

## Asking the right question

Victor Frankl was a Jewish psychotherapist who spent three years as a prisoner in Auschwitz. His thoughts, captured in his book *Man's Search for Meaning*, show us why some people never lose heart — even in the most desperate of life's situations. He writes about having a faith

so deep that not even a death camp could take it away. This is the ultimate test of faith.

At Auschwitz, if a prisoner wanted to commit suicide, the Nazis forbade other prisoners from attempting to stop this. Of course, people still did try to rescue those in deep despair. As a student of the human spirit, Frankl was in a unique position to observe human beings in the most dire of circumstances faced with the ultimate spiritual question: Is life worth living? Speaking of two cases of would-be suicides, Frankl writes:

*"Both used the typical argument — they had nothing more to expect from life. In both cases it was a question of getting them to see that life was still expecting something from them. We found, in fact, that for one of them it was his child whom he adored and who was waiting for him in a foreign country. For the other, it was a thing, not a person. This man was a scientist who had written a series of books, a series that still needed to be finished. His work could not be done by anyone else; any more than another person could ever take the place of the father. The person who becomes conscious of the responsibility he bears towards a human being or to an unfinished work, will never throw away his life."*

This is a curious paradox: it is not what we expect from life, but what it expects from us that ultimately keeps us from boredom and connects us to meaning. This may help explain why there are so many miserable "searchers" going from the yoga class to the exercise regimen, then on to the painting class, the pottery lessons, the symposium on extraterrestrial wisdom. A search for what we can get from life is never as fulfilling as a search for what life expects from us!

It may also explain why most of the people I know who have lost their religious faith are people for whom God is a kind of tooth fairy. The God of our first innocence exists to give us things, to dole out favors, to keep us from being bored or hurt, to prepare our "next step" in the journey. The people I know who never lose faith are often those whose God asks much of them, one to whom they feel a deep calling to make something of their lives.

One of my best friends had been languishing for years. It seemed to me he had taken all that the world had to give him — from the silence of Zen monasteries to the pleasures of carnal experiences. He had mastered hobbies, heard the call of entrepreneurship, tried most everything there is to try, but it had not been enough. Then he learned of a program to recruit people with a great deal of life experience and train them to become teachers in the inner city public schools. As he told me about applying for it, his eyes lit up — for the first time in years. He said, "I'm not sure you could get to those kids, but if you could, what a thing to do..." In that moment, I realized what my dear friend was missing, what had driven him to the edge of the deepest existential boredom. It was not what he expected from life, but what it expected from him. He had come to a place where he no longer believed at a deep level that life had an expectation of him, a calling that must be fulfilled. And at that moment, his soul had begun to wither.

### Like trying to train a cat

My mother retired two years ago and has taken to sitting around watching television and training her cat. Trying to train a cat (besides being fruitless) is a sure sign of the deepest boredom. What I have observed is that my mother no longer expects anything from life and has decided that there is little in the way of joy ahead of her. But while driving one day she said to me, "What is really bugging me is that all my life there have been people who needed me. Now, no one really needs me." My mother is not unusual; we begin to die, spiritually if not physically, when we focus on what we can expect from life as opposed to what it expects from us. So I pray for my mother to rediscover what life expects of her. Anecdotal evidence is abundant that older people who stop working and who no longer feel needed age faster and die sooner than those who believe life still wants something from them.

As I went through one of the dark nights of my own soul, I sought the coaching of another ex-minister and author, John Scherer. One of his most powerful questions was this: What was my loving intention towards the world at this stage of my life? He did not ask me to ponder what I wanted from life; rather, he asked me to ponder what I wanted to *give* life and suggested that this was the secret path to the sense of purpose, the second innocence, which I sought.

*We can wake up each morning and the first question that emerges is: "I wonder what life will do for me today?" But our days can begin with a very different question: "What can I give to life and the world today?" In my own practice, I have realized that we have little power over what life gives to us, but a great deal of power over what we give to it. What's more, the rewards of giving seem to be much more profound than those of receiving.*

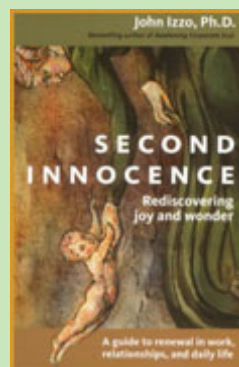
Although a case could be made for "radical" altruism, it is not my supposition that such a total focus on others is the only route to the experience of second innocence. It seems to me that there is a place for wanting new things and even for purely hedonistic pursuits. There is little of the ascetic in me, little in me that rails against the pleasures of the senses or that attempts to fight our innate desire to explore and learn. Rather, it is the insufficiency of those experiences that strikes me, the recognition of the critical place which service and being needed plays in the human psyche.

*We live in a world where we are deeply in touch with the questions about what life will give us and profoundly out of touch with the question of what it expects from us. And when we know that life expects something from us, then we also know that ultimately our lives have a more lasting legacy*

*For that which we give is recycled, like the nutrients of a dead tree returning to the soil. What we take from life, however pleasurable it may be in the moment, is always fleeting, gone the moment the experience has ended. And this perspective, this focus on what life expects from us, can serve the young just as profoundly as it can serve older persons. My own young children always seem happiest when they are needed to help bake a cake, clean the house for company, to be of service in some way.*

Many times in this book, I have tried to make the important distinction between capturing the innocence of childhood and being childish. On the current point, I believe that when we enter the world we are very focused on what life will give us. We ask it for security, for pleasure, for food, for love... the list goes on and on. But, as Erich Fromm described in his work on the stages of the life cycle, as we age we reach a point he calls "generativity," whereby we are focused on what we will leave behind more than what we shall take or be given. This natural human journey from a focus on "self" to a focus on "other" is a critical step in the spiritual journey and we do not have to wait until we are old to take this step.

The antidote to boredom, to a loss of soul and innocence, is to ponder this question deeply: "What does life expect of me now?" Let this question touch your spirit deeply and probe you until it finds an answer. The answers will vary widely from person to person, they will change and evolve as we age and as the world's work emerges around us. Of this I am certain; the most deeply happy and fulfilled people I have met have been people who knew life expected a great deal from them. And faith, when it is mature, when it moves into its second innocence, ceases to be about what life or God will do for us, and becomes about what we can do for life. Our prayers become a prayer to be given a calling rather than an inheritance.



The following excerpt is from Dr. Izzo's book

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Rediscovering Joy and Wonder"  
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