

## Perspective From The Over-Flow

I have had several people ask me about the past year surrounding the circumstances of my job change. I figured I would touch on this some as I keep things transparent as I can.

**First it was not really about the past year, it was about the first 16.**

I grew up with a single parent (Mom) who worked her ass off to provide and make sure I didn't want. She made \$5 an hour, took care of me, mowed the yard, did without so I could have etc. She made the best of her circumstances, didn't complain or look for a handout. This stuck with me.



Fast forward. I took that drive and motivation through college and worked hard. I made no excuses and excelled. This was not by luck or natural gift. This was by hard work, drive, and dedication. There is a lot of sacrifice and for me it was parties and the college life for the library and Totino's pizzas. You can't replace hard work... ever. This becomes leverage and an advantage later. You must realize, you are owed nothing. My past and Mother were the best example of this. Too many generational wealth and trust fund babies that live by "likes". 90% will quit, but you must persevere. It is not supposed to be easy.

Fast forward again. I went to Duke and worked as a radiation therapist. This was super humbling and a great gift for me. I saw people fighting hard, going through life disruptions (cancer), and needing someone to talk to. So, I took the opportunity to invest in those people as a friend, not "another patient." It was here that I started investing in myself by asking to get involved in the profession through volunteering and speaking engagements. AND NOT ASKING TO GET PAID. **This is value without expectation.**



Fast Forward once again. As an administrator, I took the same dedication, work ethic, drive, patient centric approach, and all in mentality to Covenant Health and built a team to provide the best cancer care in rural middle Tennessee. The best part was building relational buy-in which I based on value to people. People follow because they believe in you not by fear and coercion. AND DEFINITELY NOT BY TITLE. With this it was easy to "hit the numbers."

To many people are disproportionately lacking in talent and skill, so they compensate with title and fear leadership. This is the Peacock Syndrome. This is also where I started to see the "grey area" of the agenda in healthcare at all levels. Things need to be fixed but it "takes time." "You have to pay your dues" "Tolerance" I also saw the "want", people that wanted the prize without the work. People playing for power, position and money and losing credibility and integrity in doing so. This was easy for me because of the first 16 years of my life. The character, ownership, and integrity were always first. ---Take care of patients, no excuses, invest in yourself, help others, the other stuff is a positional game. I didn't need to be in every meeting. This best thing is the people that thought this was fake and bullshit. The exposure happens through consistency and hard work (thanks Mom). This is also why you can't "beat me". I am playing for a different endgame and willing to change my environment if needed. Just like in the past year, people's true motives and agendas quickly showed.

Departures  		
Time	Destination	Flight
08:00	REGRET	R401
09:00	JEALOUSY	J52
10:00	IMPATIENCE	I960
11:00	EXCUSES	E75
12:00	FEAR	F833
01:00	NARCISSISM	N001
02:00	LAZINESS	L22
03:00	DOUBT	D567

Fast forward one more time. After achieving what I was brought on to do I was put in the “glass jar” of the admin cycle. I didn’t fit the white shirt & navy necktie mold. I moved on to Consulting because I knew the same issues I saw, experienced and conquered were all over. This is where people get it wrong: don’t hang around expecting change or change who you are to try and influence. I knew there was a greater need for disruption and opportunity for impact. ---**Side note**---best comment given to me on my admin. hierarchical progression when I left: “Jordan, you never learned to play the game.” This was great because I was never playing a game, or I was playing a very different game. I am ultra-self-aware and have unique perspective. Impact was it for me. So as a consultant, this was the opportunity. The same issues were widespread---the way it has always been done. My intent was simple: be transparent, work hard, do what other won’t, be consistent, and add value. You can’t fake this. This is a pitfall for some---**You CANNOT Fake It Until You Make It.** This is a short-term play only for people looking to fool someone

quickly or 1 time only business. There is too much exposure through technology and social media now. Consistency and genuineness will win every time.

Now the past year. Life Lesson. This was not a meltdown moment for me but pure confirmation. I built an incredible business for a few people that made a ton of money from my work. What did I get? --- a choice. This choice took seconds to make because of the first 16 years of my life. My self-awareness and commitment to my consistency made the choice easy. This is the alignment in action that is often missed. Because I have been consistent, I have been defined (reputation), so doing anything that would cause conflict with that was a no brainer. Go where you are wanted, not where you are tolerated. This requires some resilience, but pays off every time.

I play for long term legacy. I am well aware that I am “not for everybody” (my wife reminds me) and believe me I am fine with that. I don’t need your “like” or approval for fulfillment. So, for the people that made big money off of me, rode the coattails with hidden agendas and corruption---that is awesome. Life is short in context, conscience is real, and legacy lives on long after you. Money is temporary. This defines you!!! Money centric loneliness is real! My legacy will outlast your money. Reputation lasts---good bad or indifferent. And Regret is forever.

**Your words mean nothing when your actions are the complete opposite.**

I have worked with cancer patients that simply want to live with no agenda. I have diagnosed, treated and lost my mother----pivoting for the right reason was easy and will always be easy. The circumstances may be tough.

Life is not very complex; people simply make it that way. It is easy to count how many people are around you when you are on top-----start counting people when you are not on top anymore.

The past and perception- If the greatest thing you ever achieve is in the past then you have issues. I don’t really care about what you did or what you are going to do. **What Are You Doing Now?**

**There are no degree or credentials for motivation, drive, forward thinking, character and integrity----**

**And you damn sure can’t buy it.**

**Many get there, it is the how you got/get there that matters to me and defines you.**

**My Actions, Match My Words. Yours don’t. I win Every time!!!**