



Dedication in the Workplace

Being actively dedicated to a meaningful cause can play a powerful role in our lives when it comes to realizing our dreams and aspirations. Not only do we need to be actively dedicated, but we also must persevere in our efforts to realize these goals. When we have successfully achieved a state of dedication to a meaningful cause, and we have persevered against adversity in this cause (if and when it exists), we will ultimately lead a happier, richer, and more fulfilling life.

Commitment + Perseverance = Dedication

We can only achieve the state of true dedication when we are committed to a cause and we persevere the trials and tribulations that we encounter on the path to realizing our ultimate goals. We will never reach our goal if we do not take the first step, or if we allow anything to detract us along the path of our journey to that goal.

Commitment is a Duality

Being committed to something implies the existence of (1) a person and (2) that goal to which the person is committed. Commitment reflects the level of passion we have when it comes to reaching our goal.

Perseverance is less personal and can be defined as follows:

Steady, continual effort placed—especially in spite of any obstacles—during the course of taking an action or maintaining a state or a purpose.

Exercises For Understanding Dedication

Here are some helpful activities for the business coach with respect to the coaching relationship. A good understanding of these things will help to

build a solid foundation for change and to establish the understanding necessary for a strong commitment.

1. Identify what your client expects from the coach
2. Identify what the client expects to provide to the coach

The client might ask themselves the following questions and record the answers:

- What fears do you have?
- What people will hold you accountable on your journey to your goals?
- What commitments are outstanding in your *professional* life?
- What commitments are outstanding in your *personal* life?
- What do you expect from your business (in other words, what commitment has your business made to you)?
- What commitments have you broken in your *professional* life?
- What commitments have you broken in your *personal* life?

Growth = Change

In order to achieve our goals, we usually need to grow in some manner, and growth always requires some amount of *inner change*.

Consider for example what takes place in basic training for the military. It is a system of training that seeks to break down the individual and then remold them to the proper behavior required for a soldier. In order to correctly prepare a soldier to fight (the goal), physical and emotional stress is imposed and a significant amount of physical and emotional change must take place.

This break down and rebuilding process is also necessary to some degree whenever we seek to attain any goal in our lives. Attaining the end goal will involve some amount of change—internal or external or both—before we can be fully dedicated to our dreams, and we must be prepared to change.

Consider the person who has the goal of becoming rich. If that person wins the lottery and gains the goal overnight, they will be in danger of losing all of their newfound wealth.

Why?

Simply because they have not changed in the manner required to adequately manage that newfound wealth. They likely never acquired any true commitment or dedication or perseverance to that goal, so when the money instantly appears in their bank account, they are unable to manage it and it is soon lost back to the world. This is a common story with lottery winners because they lack the proper financial mind-set to manage their millions.

If, however, a person grows up poor and spends many years building wealth and managing it, the *journey* of becoming rich has prepared them for the end goal of being rich. If they are never dedicated enough to persevere through the hardships that accompany the journey of becoming rich, they will never get rich. The journey is a sort of teacher. For many it involves a succession of failures, possibly several bankruptcies (a sort of financial breakdown) occur and with each one, the person grows during the rebuilding process. This is similar to what occurs in a military boot camp.