

Jerry: Rha, I have to confess. Your face came on my, uh, video screen on my screen, and my heart burst open.

Rha: Oh (laughs) thank you.

Jerry: So, thank you for joining me on the, uh, Reboot Podcast today. Um, can you take a moment and just introduce yourself? That's kind of our tradition here.

Rha: Absolutely. So my name is Rha Goddess and, um, I'm known as an entrepreneurial soul coach.

Jerry: Mm-hmm (affirmative).

Rha: I am the, also the founder and CEO of a company called Move the Crowd.

Jerry: Mm-hmm (affirmative).

Rha: And we are an entrepreneurial training company that helps people figure out how to stay true, get paid, and do good.

Jerry: Mm.

Rha: Um, and most, most recently, the author of a brand new book (laughs).

Jerry: Yay, yay, congratulations on that, yeah.

Rha: Thank you so much, called *The Calling*.

Jerry: So let's dive in. I, I loved your book. Uh, I really wanna say, um, it was really a joy to read. It was, it was a delight, and you know, you often find yourself, um, you know, uh, [00:02:30] scribbling fast and furious in the margins of the book or underlining, or in my case, lots of dog ears, uh, on the pages. Um, uh, and I know that ... and so I'm gonna just dive in. I know that this word "true-"

Rha: Mm.

Jerry: ... means a lot to you.

Rha: Yeah.

Jerry: And it, and, and it's an essential theme in the book. Tell me what true means to you.

Rha: Yeah, um, I think of true as being the soul of a thing.

Jerry: Mm-hmm (affirmative).

Rha: The soul of a thing, and, and y-you know, my work as a soul coach, I often get asked, "Well, what does it mean to be a soul coach?" Uh, I am someone who gets to the heart of the matter.

Jerry: Mm.

Rha: Like it's what I believe my, my calling is.

Jerry: Mm.

Rha: And it is to engage people in conversations of the soul.

Jerry: Mm-hmm (affirmative).

Rha: And it's the soul of themselves, the soul of the situation that they may be grappling with, or the challenge that they may be having, and, um, and to me, anything that is really true holds a kind of integrity.

Jerry: Mm-hmm (affirmative).

Rha: There's a kind of unwavering power in touching what is true, and specifically in helping us find what is true for us, what is at the core, what is a part of what's important-

Jerry: Mm-hmm (affirmative).

Rha: ... what is at the heart of how we know ourselves, which is bigger than the titles, and the roles, and the accolades, and the accomplishments, that, you know-

Jerry: Mm-hmm (affirmative).

Rha: ... like we have the soul. We have an essence.

Jerry: Mm.

Rha: Um, and that essence carries wisdom, and experience, and insight, and perspective, um, and y-you know, and now I'm gonna go a little cosmic on you (laughs) many many lifetimes.

Jerry: Follow your lead.

Rha: (laughs) Many lifetimes.

Jerry: Many lifetimes.

Rha: All of us, many ... like we're, we are, we have access to knowledge, and wisdom, and understanding, and, um, and when we allow it-

Jerry: Mm.

Rha: ... there is a different us that shows up, you know?

Jerry: Mm-hmm (affirmative).

Rha: When we, uh, are willing to keep our own counsel, and honor our own wisdom, and follow our own inner guidance, there is a different us that comes to the party. And, um, and w-we are the ones that are gonna lead whatever revolution we wanna be having right now (laughs).

Jerry: Yeah.

Rha: You know how ever you wanted to define your revolution, you know? If it's a rave or it's a mass meditation, or it's ... you know what I mean?

Jerry: I do.

Rha: How do you define it? Um, and I think we're searching for it. We're seeking for it, that which is true. We're hungering for it. We're thirsting for it.

Jerry: Mm.

Rha: Um, and so for me, it's, it's, you know, it shows up in the integrity of the alignment of our ability to see it, to touch it, to know it, and then-

Jerry: Yeah.

Rha: ... to line up with it and work in concert with it.

Jerry: Yeah, I-I-I so appreciate, uh, the depth, and humor, and love so evident in that response, and it calls to mind for me something that I've often shared, which, you know, um, I have often used, uh, the, the moment of things falling apart in my life, to pay homage to my teacher Pema Chodron. That moment of things falling apart in my life, where, where everything was ... needed a complete rebuild, and I remember coming to understand something about it. The first was that, um, that the deep and profound depression that I was working with really, uh, was rooted in the lack of alignment that I lived, with which I lived my life, where it did not matter how beautiful the suit was that I was wearing. Because it was not my suit, because it was not true, my heart hurt, or to quote Saint Augustine, "My soul was a burden to me."

Rha: Yeah.

Jerry: You know? Battered and bruised, i-it, my soul was weary of the man who carried it. I mean that notion of out of alignment, that notion of being out of true-

Rha: Yeah.

Jerry: ... the way a wheel get trued-

Rha: Yeah.

Jerry: ... is really powered. And so, so, so what's the relationship between the calling and true?

Rha: Mm, to, to me? Everything (laughs).

Jerry: Uh-huh (affirmative).

Rha: Because I believe that we are consistently being called to come back to that which is true.

Jerry: Mm.

Rha: That which is true for us mentally, spiritually, emotionally, physically, financially, right? And, and sort of we can go on and on, you know, and in my work, and, and in the book we talk about this, this notion of dharma.

Jerry: Mm-hmm (affirmative).

Rha: And, you know, for, for some of us who understand what the term is, often the working definition is, sacred duty or vocation, or you know, or the orderly path, [00:08:00] or your destiny. But there's that aspect of dharma that is about your true nature.

Jerry: Mm.

Rha: You know? And that is, like, you know, Dr. Wayne Dyer-

Jerry: Mm-hmm (affirmative).

Rha: ... rest his soul, called it your *I Am* essence.

Jerry: Mm.

Rha: You know it's, it's like it's that part of you that, like, is unmovable. It is, it's just what you've carried in with you into this lifetime, and it's present no matter what you're doing or not doing.

Jerry: Mm.

Rha: [00:08:30] And this idea that we can return to that true part of ourselves and discover the qualities and the attributes that live in the truest and purest expression of ourselves, begins to give us access to a place to line up.

Jerry: Mm.

Rha: Right? A place to come back into, divine integrity-

Jerry: Mm-hmm (affirmative).

Rha: ... with ourselves, and, and, you know, what you shared for me in the, in the story of, like, just your own revelation is when we get to see sometimes how far out of integrity we are.

Jerry: Right.

Rha: You know? It can be scary or daunting. Um, but the work is always going to be to come home, in little ways and in big ways (laughs).

Jerry: Yeah -

Rha: We are always going to be invited to come home and that is the call. That is the call.

Jerry: That, uh, it's beautiful because what I'm seeing is that beyond even words like vocation and true calling, what you're really speaking to is the notion that the call and the calling is, is about coming home.

Rha: Yeah.

Jerry: It, it, it's, it's, um, you know my Buddhist tradition. It's, uh, I would argue needful, it's path through the four noble truths. It's, it's that notion of, right, livelihood, not [00:10:00] being defined by what is the work that you do.

Rha: Yeah.

Jerry: But, but right, you know, you do not have to live into the calling by, uh, becoming Mother Theresa.

Rha: Right.

Jerry: Right? That you can live into the calling, um, really in whatever container you find yourself working for.

Rha: Absolutely true, absolutely true.

Jerry: Right? So, um, in reading the book one of the things that struck me was that you speak so well, uh, to, to folks that, I'm imagining, to folks who are looking for clarity, or at least what I found, what I took away, was, "Oh, here, this is, this is a clear path." C-Can, I-I see you nodding. How many ... tell me how that lands for you.

Rha: Yeah, the, you know, we, we live in a culture of confusion.

Jerry: Mm.

Rha: You know, because at any given moment of any given day, there are so many things pulling for our attention.

Jerry: Mm-hmm (affirmative).

Rha: And it is, it takes a certain kind of discipline to not be driven to distraction.

Jerry: Mm-hmm (affirmative), mm-hmm (affirmative).

Rha: You know? And I think in the busy, in the hustle and the bustle of our realities, we often don't have the luxury to give ourselves time and space to just be-

Jerry: Mm.

Rha: ... or to just think.

Jerry: Mm.

Rha: Or to just listen.

Jerry: Mm.

Rha: And because of that, we are functioning in confusion.

Jerry: Mm.

Rha: And some of us very highly functioning in confusion (laughs) right?

Jerry: Right.

Rha: Um, w-w-we're not asking ourselves those bigger questions, you know?

Jerry: Mm.

Rha: A lot of times we're living in reaction to our environment, or in reaction to our circumstances, or in reaction to our situations.

Jerry: Mm.

Rha: You know, I say sometimes at the mercy of-

Jerry: Mm.

Rha: ... right? Whatever else may be operating, and so this commitment to clarity-

Jerry: Mm-hmm (affirmative).

Rha: I also describe it as a permission, you know, that you give yourself permission to get clear-

Jerry: Mm.

Rha: ... and to be clear, and you give yourself a permission to actually prioritize your commitment to clarity because yeah.

Jerry: Yeah wh-what stands in the way of that? What, what causes the distraction? What contributes to the confusion? Is it a lack of permission?

Rha: I think it is a lack of permission. I think it is also a belief that what we're seeking lives outside of us.

Jerry: Mm-hmm (affirmative), beautiful said.

Rha: Right? And that, uh, our job is to go hunting for it out there.

Jerry: Mm-hmm (affirmative).

Rha: And the challenge anytime we're prioritizing out there is you can get any number of messages.

Jerry: Mm-hmm (affirmative).

Rha: And often they will contradict themselves.

Jerry: Mm-hmm (affirmative).

Rha: You know? Um, I think someone used to say, right, "To be human is to live in contradiction," right? (laughs).

Jerry: (laughs).

Rha: You know? And so, y-your, you know, y-your reconciling all of this access to information that we now have, you know, and, and what we're missing on some level is that curation.

Jerry: Yeah.

Rha: You know?

Jerry: Yeah.

Rha: Right? That's really guided by what is internally operating, and so if we're not engaging in our internal operating system, if we're only sort of looking to the external to define, and to guide, and to inform, and to dictate-

Jerry: Mm.

Rha: ... um, then when we get those mixed messages, w-we're not sure how to process-

Jerry: Right.

Rha: ... the discrepancies or the disparities, or even the gaps in information.

Jerry: Mm.

Rha: And all of those things can lead to confusion.

Jerry: Mm, Mm.

Rha: We also sometimes will stay in confusion because we're afraid of what the truth may mean.

Jerry: Mm.

Rha: Or what the clarity may require. So in other words, once I get clear, I have a responsibility to then act on my clarity.

Jerry: Right.

Rha: And what all maybe encompassed in that.

Jerry: Right.

Rha: So-

Jerry: And, and that, a-and taking that action might terrify.

Rha: Yes.

Jerry: Um, um, because and I think of the Adrienne Rich poem, I often think of the Adrienne ... I often think of Adrienne Rich (laughs). Um, her poem *Prospective Immigrants Please Note* in which she describes the doorway as a threshold.

Rha: Mm-hmm (affirmative).

Jerry: And that, uh, it, and she says it is possible ... I love this line. "It is possible to not go through the door and live worthily."

Rha: Wow.

Jerry: But the risk of not going through the door is the risk to not remember your name.

Rha: That is true, yeah.

Jerry: You know? Um, let's get specific in terms of, of the way in which, I think, many people I've encountered myself, perhaps yourself, but [00:16:00] I, I imagine even your clients, the ways in which we get confused, the thing about which we get confused.

Rha: Yeah.

Jerry: Money.

Rha: Yeah.

Jerry: Money. Whoa.

Rha: Yeah, yeah, it's, it's deep, isn't it? (laughs).

Jerry: It, it, it is, a-and, and I'm gonna bring your attention to stories, two stories you tell in your book in which you talk about recognizing your relationship to money and you tell us the story of Zee. Zee's mom grew up in the Appalachian Mountains of Kentucky and was the first one in their family to go to college, and then you say ... and I love this, as a coach, you know, from one coach to another, I ask you to imagine, to examine, what being Appalachian meant. Because it's a loaded word, isn't it?

Rha: Yeah.

Jerry: In our society.

Rha: Yeah.

Jerry: And Zee made a collage of images of white trash, beer bellies, stereotypical rednecks, as they examine their internalized shame. Zee had a fear of losing connection with their lineage if they became financially successful.

Rha: Yeah.

Jerry: So finish the story. Tell us a little bit more about Zee-

Rha: Yeah.

Jerry: ... and, and the work.

Rha: And shout out to Zee Griss, who is an incredible teacher and artist, and transformation change agent who is truly on fire.

Jerry: Mm.

Rha: In all that they are, they are building and moving in the world, it ... What was so profound about going back into their lineage-

Jerry: Mm.

Rha: ... was to unpack all of what's in there, and, and I will say, a-and again, I know this doesn't surprise you because I know you encounter this as well, is so many of us have reasons why we feel that we don't deserve or are not entitled to, uh, money.

Jerry: Mm.

Rha: Or, or are entitled to a feeling of being well-resourced, right?

Jerry: Mm.

Rha: In whatever way that takes shapes or form, and, um, and also this, this idea that it, in some way, wealth will separate us-

Jerry: Mm.

Rha: ... from the people we love.

Jerry: Mm.

Rha: Or separate us from the communities that we identify with, right? The ways that we know ourselves, and so it's almost seen as a, as kind of like a betrayal, you know?

Jerry: Right.

Rha: Th-this is the whole selling out conversation.

Jerry: Right.

Rha: And prior to doing this work, Zee was not even aware of all of what was in those. He just knew that in one context, they felt very confident but when it came to their work and it came to sharing what it was that they had to offer, they felt very afraid, very fearful, very concerned. And lack of belonging is another big reason [00:19:00] why we stay in confusion, this concern about belonging, y-you know. To quote, uh, Rebel Angel Williams-

Jerry: Mm, yes.

Rha: ... one of my beloved, you know, this idea of how we threaten people with belonging, and that-

Jerry: Right.

Rha: ... that's often a way that we, kind of, stay in the box, right? Or get kept in the box, and, and for Zee, being able to explore that lineage also opened up a series of conversations with their family-

Jerry: Mm.

Rha: ... where they ultimately wound up sitting down with their grandmother and having this conversation about the family lineage, and history, and money, and, and this idea that Zee, then, sort of took on, with the blessing of their grandmother, the aim and commitment of transforming the relationship with money and honor the family legacy.

Jerry: I, I-I-I was blown away by that part of this story, because-

Rha: Yeah.

Jerry: ... you describe "Zee made a family tree, and looked at each person's relationship to money in the family, and then Zee asked their elders and ancestor that they would hold a vision of well. Zee was incredibly surprised and moving ... moved by receiving so much love." I love that image.

Rha: Yeah, yeah, yeah, yeah, th-th-that they would be the one to move-

Jerry: To heal.

Rha: Yeah.

Jerry: Well, to, to go back in time and to heal-

Rha: Yeah.

Jerry: ... that relationship with, with money, you know-

Rha: Yeah.

Jerry: One of our teachers, um, uh, is, uh, a gorgeous teacher named Michelle Masters. She's got a wonderful program called Money Magic.

Rha: Mm.

Jerry: And she comes out of the lineage of teaching called NLP Merrin, and, um, and the notion of family constellations.

Rha: Yeah.

Jerry: And I saw in flash in that story, I saw the relationship between money and multiple generations, and those ancestors, and then the heartbreaking desire to stay in belonging.

Rha: Yeah.

Jerry: Even as it holds me in poverty.

Rha: Yeah, yeah, yeah, and, and, and this question of how do we parse out belonging and dysfunction.

Jerry: Yeah.

Rha: Right? Right? And like really heal the dysfunction and for me, the opportunity that Zee ... you know, a-and I'm with you in that, e-every time, you know, I sort of go there, I get, I get goosebumps.

Jerry: Uh, yeah, me too.

Rha: That is a profound, such a profound-

Jerry: Yeah.

Rha: ... moment for her, and for her family.

Jerry: Right.

Rha: And for their lineage, for them, for their family and for their lineage, and this idea that they would accept and carry the opportunity to heal it, and transform it, and create a different legacy-

Jerry: Mm-hmm (affirmative).

Rha: ... for the family, you know?

Jerry: Mm.

Rha: And that it was seen as honorable. It was a honor to do this, you know?

Jerry: Right.

Rha: Because they were met with so much love, as opposed to what, sometimes, it can be, we know, as a burden when you are the first to forge new ground in the family.

Jerry: You know, it, it, it, it reminds me, we, we were talking before the recording about, uh, uh, my, uh, friendship and work with Alex Blumberg at Gimlet, um, the Startup Podcast and, and some of the conversations that we had on that podcast. But it also reminds of a podcast, a conversation, I had early, early on in the Reboot podcast in which I was working with an entrepreneur in a very, sort of, grounded earth-like way about struggles that they, uh, the company was having with revenue.

Rha: Mm-hmm (affirmative).

Jerry: And, um, I sort of backed into a very similar kind of question, and um, and Derek was his name, and what Derek ended up sharing was the internalized belief system that too much money, uh, would go against the family system.

Rha: Yeah.

Jerry: And so the way this was, you know, at least any of the listeners, um, see this as merely, you know, an internalized personal challenge. This has direct implications into how an organization relates to money, because how that person in that leadership is relating to money-

Rha: Yeah, yeah.

Jerry: ... means how they relate to money.

Rha: Yeah.

Jerry: You know? Um, in my own book, in the first chapter, this is why I dove right into the question of money in the first chapter because for me, personally, as I was growing up, what ... m-money didn't mean belonging. Money meant safety.

Rha: Mm-hmm (affirmative), yes.

Jerry: Because the family felt unsafe.

Rha: Yeah.

Jerry: Right?

Rha: Yeah.

Jerry: And so the larger question, I mean, for those who are listening, we're not, and when we share Zee's story, we're not looking to them as an example of ... t-to map one to one, but as an expression of one way to work with the ancestral powers-

Rha: Yeah.

Jerry: ... that are associated with that, with that very, very powerful [00:24:30] totem pole of money.

Rha: Yeah, yeah, and, and, and this opportunity to look at, for each of us, and this I talk about in the book as well, what does money equal for us? What's the equation that we've set up ourselves around money and how do we start to unearth-

Jerry: Mm.

Rha: ... and understand that the very essence and at the very core where those conversations come from.

Jerry: Yeah, I mean to, to harken back to your earlier question, the one I love so much, who are you to you as it relates to money?

Rha: Yeah.

Jerry: Okay, so I'm gonna turn the tables a little bit, Rha. Who are you to you as it relates to money? Because you talk a little bit about your stories and your own journey. But I'd love to hear-

Rha: Yeah.

Jerry: ... a little bit more about that 'cause, 'cause I, you know, I'll make the observation. Your observations, your conclusions, they're not coming from some theoretical head space.

Rha: Mm.

Jerry: There's something lived in there.

Rha: Yeah, yeah.

Jerry: Can you share a little bit about that?

Rha: Yeah absolutely, I mean, you know, so historically I come from, you know, I like to describe myself as this change of life baby-

Jerry: Mm.

Rha: ... born into the intersection of civil rights and hip-hop.

Jerry: Mm (laughs).

Rha: And my parents (laughs) yay, right?

Jerry: Yeah that's perfect (laughs).

Rha: My parents were born in the 1920s.

Jerry: Uh-huh.

Rha: You know, had me in their 40s.

Jerry: Uh-huh.

Rha: Um, and whereas the, the do-good, the sense of purposefulness was very, very big in their reality because they came through that movement, the sense of being, um, sophisticated around money or the sense of, of, of being well-resourced around money was not something that I inherited.

Jerry: Mm.

Rha: And, uh, like many of us, I got setup in this conversation of the trade, right?

Jerry: Mm.

Rha: Which is, you know, you're either gonna have money or you're gonna have integrity.

Jerry: Oh.

Rha: Right? And that it was you know, slimly possible to ever have both in this society because of the nature of the way that this society organized itself around money. Right? And so for me, I had to really grapple with being, again, baked into my identity this idea that if I ever saw money as important or treated money as a priority, that in some way, shape, or form, it meant that I was abandoning my values, that I was abandoning my people. Right? -

Jerry: And abandoning the Civil Rights movement [crosstalk 00:27:20] all of the-

Rha: [crosstalk 00:27:21] that we have worked for [crosstalk 00:27:23]-

Jerry: Everything that your parents born in their 20s, they're in their 40s-

Rha: Yeah.

Jerry: ... in the 60s, they are a living-

Rha: Yeah.

Jerry: ... the most profound transformation that, that may or may not have ever happened. I mean we look at the world today and it's brokenness, and yes.

Rha: Right, right, we wonder how much ground, right? We wonder how much ground we've taken.

Jerry: Right.

Rha: I completely hear you, right?

Jerry: Right.

Rha: But like this is ... so this was all in there.

Jerry: Right.

Rha: And I couldn't imagine myself, uh, in any way, shape, or form, stepping outside of that frame.

Jerry: Right, right.

Rha: And I remember the first money seminar I did, um, and I remember this question of wealth came up, and I was almost, like, offended, like I was like, "I can't even say me and wealth in the same sentence."

Jerry: Wow (laughs).

Rha: What are, what are you talking about? (laughs). You know what I mean? And, um-

Jerry: Yeah.

Rha: And I had to wrestle with that, and I had to really get to the heart of, like, why is this so, this is so viscerally uncomfortable for me.

Jerry: Yeah.

Rha: And I had to realize that through my own growth, and development, and training, and indoctrination that so much of what was baked into me was anti-Capitalism, which then, in those days, equated to anti-money.

Jerry: Right, right, right, right.

Rha: And so I had to do a lot of unearthing to first of all understand all of what was baked into that, and second I had to actually separate out my commitment to being sustainable with my commitment to continuing to hold space for the upliftment of my people, which my people is everybody, right? And has evolved and grown, right? At the time, though, I was looking at poor people. I was looking at people of color. I was looking at women, right? In terms of my work, and the emphasis, and the focus of my work, and I had to wrestle free.

Jerry: Mm.

Rha: Right? The interlocking of money with associating with, with being dedicated to, with having a value system, that honored my people.

Jerry: Mm.

Rha: And, and actually create a whole, new definition, you know?

Jerry: Mm.

Rha: So w-when you ask the question, "Who and who am I to me now," versus-

Jerry: Yeah.

Rha: ... who I was to me then, you know, who I was then was at odds, you know?

Jerry: Right.

Rha: in the air, however you want to look at it right? (laughs).

Jerry: Right, right.

Rha: Very much at odds. Money was the enemy.

Jerry: Right.

Rha: And who I am now, and, and what I recognize about myself now in relationship to money is that money, for me, is a vehicle. It's a tool. It's a conduit. But it's, it carries the energy of whatever it is that I choose to give it.

Jerry: Mm.

Rha: So if I chose to give it love, that's the energy and the current that it carries.

Jerry: Mm.

Rha: If I choose to give it resourcefulness or good stewardship, that's what it carries. So it whatever I say it is.

Jerry: Mm.

Rha: You know? In the way that I choose to operate it, and I talk about this-

Jerry: Mm.

Rha: ... in the book, this idea of forging our own, personal economies, and finding our money truth, and for every single one of us gets the opportunity to drill down into who was all in my head? (laughs) When it comes to defining what money is for me.

Jerry: Mm.

Rha: And at what point do I determine what conversations serve me around money and what conversations don't?

Jerry: Mm.

Rha: And what I realized in that room when I had that breakdown was that I would never fulfill on my vision for the change I wanted to be in the world if I continue to allow myself to be under- underutilized and under-resourced, and I had to-

Jerry: Or underpaid.

Rha: Or, and right, exactly, and underpaid.

Jerry: Mm-hmm (affirmative).

Rha: I had to realize, like, I can do more-

Jerry: Mm.

Rha: ... if I have more.

Jerry: Mm.

Rha: I can express more. I can create more. I can be more in the context of my vision for the change I wanted to be-

Jerry: Mm.

Rha: ... if I had more, and that I could trust myself, which was the big thing for me.

Jerry: Right, right.

Rha: I could trust myself with more because so much of the concern in my indoctrination was that money would corrupt me.

Jerry: Ah, and so you, you, you could trust your ability to go back home-

Rha: Yeah.

Jerry: ... and be true.

Rha: Yes, yes.

Jerry: Mm-hmm (affirmative).

Rha: That I would, m-my values-

Jerry: Mm-hmm (affirmative).

Rha: ... would remain in tact.

Jerry: Mm, Mm.

Rha: If I was able to figure out and find a way to work through my barriers with money-

Jerry: Mm.

Rha: ... that actually I could have more and do more good with it-

Jerry: Mm.

Rha: ... than having more automatically equating to me abandoning my values, abandoning my people, abandoning my good sense, or you know, fill in the blank. But this piece of being able to trust myself with more-

Jerry: Mm.

Rha: ... was what really brought me to my knees, because I didn't realize that part of what I had inherited was a, a fundamental mistrust of myself, that I wouldn't do the good thing. I wouldn't make the good choices. I wouldn't, um, honor the things that I felt like were important if I had-

Jerry: Mm.

Rha: ... more.

Jerry: Mm.

Rha: And my ability to heal that and reconcile it was the beginning of a whole new relationship, and a whole new reality for me-

Jerry: Mm.

Rha: ... around money.

Jerry: Uh, I-I am so delighted and empathetically connected to that story that you just shared, and all of that insight that you just shared, and really admire the new wisdom. Y-You

clearly have done your work, and, um, if I can just share listening to you gave me an insight into my own journey.

Rha: Mm.

Jerry: Um, uh, I've often written about and I've often spoken about money as a mechanism for safety. In my book I call them ... I liken it to my grandfather always having enough lemon drops, because my grandfather always seemed to have enough money. My pursuit of money because the pursuit of lemon drops, and, um, sitting here I started to think. I heard in your process, to use a very coach-like word, reframing, right? I heard you reframing your relationship with money, and so while staying connected to you, I began to also, simultaneously, examine the way that I would have framed it. And in a similar fashion, once in my late 30s, early 40s, when I began to understand that I have enough, then I began to reframe it as a kind of work in the world to help others.

Rha: Yeah.

Jerry: And it became uncomfortable. I'm gonna confess this Rha, because what I ... it was only a few years later that I began to see that I was actually coming from a pla-place of profound privilege-

Rha: Mm.

Jerry: ... when I was, when I would reframe it away from money creates safety for me to me being m-money's gonna help me help others.

Rha: Mm.

Jerry: And that kind of superior posture.

Rha: Yeah.

Jerry: And, you know, i-it, the way privilege can often mess with your head-

Rha: Mm.

Jerry: ... it, it, it made think, "Huh, oh look at what a good person I am."

Rha: Mm.

Jerry: By being able to do this and, and, and listening to you has helped me realize something really, I think, uh, important, which is that I have actually shifted even from that. I am still, um, called to give because that's part of what is true for me.

Rha: Yeah.

Jerry: Is to answer that call. But I no longer use it to assuage the fear I have internally that I am not enough.

Rha: Mm-hmm (affirmative)powerful, yeah.

Jerry: Right? And so the real, uh, uh, f-for me, th-that, that, that journey is I am enough and I can give. I am not enough because I give.

Rha: Right, right.

Jerry: I think we're, we're both modeling something super important here, if I can call it out, and it's something we, we talked about just before we started recording, but something that I am deeply and profoundly, um, focused on, which is that those of us who hold power have a responsibility to exam ... I'm gonna curse now, examine our shit.

Rha: Yeah.

Jerry: And, I see you doing that, and, and, you know, in this moment with this platform, with the work that you have created, you have created power. You have power.

Rha: Yeah.

Jerry: I have power.

Rha: Yeah.

Jerry: Um, I have power that is positional. I have power that's status. I have power that stems from, you know, just the meat bag of me. And I, you know, there's always work to be done.

Rha: Yeah.

Jerry: I'm gonna warrant that you'll agree that-

Rha: Oh-

Jerry: ... neither of us is done (laughs)-

Rha: Oh yeah.

Jerry: ... and those of us who know us well will tell us repeatedly that we're not done.

Rha: Always.

Jerry: (laughs).

Rha: Right.

Jerry: But I think, I think there's an opportunity in this conversation to draw out the, that this fact and I imagine that you'll agree with me that those who have power have this moral and ethical responsibility-

Rha: Yeah.

Jerry: ... to get their shit together.

Rha: To do the, to do the work.

Jerry: To do the work.

Rha: Right, if, if you ... and, and this is, you know, I mean you have so many layers (laughs).

Jerry: (laughs).

Rha: So let's just say that out loud, so many layers, so, so much unspoken in the spoken.

Jerry: Yes.

Rha: Um, but I believe it's all of our responsibility because we're leading no matter where we're standing.

Jerry: Mm.

Rha: And I think that's the other piece of this, you know? If you were to ask me what my ultimate hope is for people who read the book is that they utilize it as a blueprint for how to get free.

Jerry: Yeah.

Rha: And when I say free it means reclaiming all of the aspects of who you are that are powerful, that are incredible, that are brilliant, that are capable. And, you know, in this context of money, the, the whole get paid section-

Jerry: Mm-hmm (affirmative).

Rha: ... is really about supporting all of us and being able to heal what I call scarcity.

Jerry: Mm.

Rha: This, this indoctrination around scarcity, and I named this because the heart of what we are seeing modeled in some of our leadership on a very grand scale is the indoctrination to these distorted notions of power.

Jerry: Mm.

Rha: And what it is that we believe power is.

Jerry: Mm.

Rha: Versus what power really ... what powerful genuinely stems from, right? So these sort of old indoctrinated ways of greed, and dominance, and exploitation, right, and all of the ways that that has played out through time.

Jerry: Mm.

Rha: And every, single one of us is leading, whether it's raising our children, whether it's operating in the organizations that we occupy, whether it's working in a team context, whether it's running our businesses, we're all leading and we all have a responsibility to wholeness-

Jerry: Mm.

Rha: ... and to come from a place of being whole, and to do the work that supports our mental, spiritual, emotional, physical, and financial well-being, and bringing [00:40:00] our whole selves to the party in service to the kind of world we want to see and in service to the kind of people we want to be.

Jerry: Mm.

Rha: But that is the contract we've made with us, right? And so leadership has not had that prerequisite before. We have seen success and, and I do make a distinction, Jerry, between people who have a bunch of stuff, people who are good at stuff, versus people who, in my mind, are truly, genuinely successful.

Jerry: Mm.

Rha: There is a distinction.

Jerry: Mm-hmm (affirmative).

Rha: However, we've been indoctrinated to believe that people who have a bunch of stuff or people who are super good at stuff, that automatically there are things we hang on them, things we drape on them in the context of power, in the context of iconic worship, right? That, um, then give them license, dare I say, to act out in ways that normally would be completely unacceptable, and we have to own that because they're operating in that context on our watch. And we're not saying the emperor has no clothes. We're not saying, "This is your sanity." We're not saying saying, you know, and we keep, we're waiting-

Jerry: You're not demanding that you do their work.

Rha: No, we keep waiting for the person next to us to say it. We keep waiting for the person behind us to say it. We keep hoping and praying that things will unravel to a point where it'll be apparent to everybody, you know? And, um, and, you know, there's the, there's that old, uh, story about you know, how they come knocking on everybody else's door.

Jerry: Mm.

Rha: You know? Until they come to your door.

Jerry: Mm.

Rha: And so as leaders, we have a responsibility to do our work and as those who are committed to entrusting other leaders with our systems and our structures, we have a responsibility to also command that this is part of the prerequisite for leadership.

Jerry: Ah, I, I am so thrilled to hear you describe it that way. It, it, you know, once again, you're helping me really see yet another expression. You know, uh, one of my infamous questions that I ask people is how have I been complicit in creating the conditions I say I don't want? And what you're really calling [00:42:30] forth is the way we are, we have been collectively complicit ... not entirely responsible.

Rha: Right.

Jerry: And I often make this distinction. The accomplice drives the getaway car. It doesn't stick up the bank, right? But we have been accomplices in the misuse of power in precisely the ways you've described. We have been accomplices because we do not demand more, and, and, you know, it feels like we are in dark times. Um, and it also feels like to me that maybe the, the, the, the opportunity that is in these dark times is to reach deep within ourselves and say, "Enough."

Rha: Yeah.

Jerry: We demand more.

Rha: Yeah.

Jerry: We will not be ... we will not stand by-

Rha: Yeah.

Jerry: ... and allow the people who run our organizations to do violence to the planet, violence to the community, violence to themselves.

Rha: Yeah.

Jerry: We will deny ... not stand by and watch politicians divide us, hurt us, hurt those who are on the margins of our society.

Rha: Yeah.

Jerry: And we will stand up.

Rha: Yeah, yeah, yeah.

Jerry: It is time.

Rha: It is time, and it, and it's bigger, you know, it's bigger than party affiliation. It's bigger than ... you know what I mean? Like I think sometimes-

Jerry: It's not red and blue.

Rha: No, we get stuck in this old entrenched positioning.

Jerry: Right.

Rha: And I do not believe it serves, right? And so when we look at this responsibility, you know, I-I pose this question, you know, in, in the third section of the book and we talk about the do good section. I said, you know, are you gonna be part of the problem? Are you gonna be part of the solution? Right.

Jerry: Mm-hmm (affirmative).

Rha: And I really look at it, are you gonna stand in fear? Or are you gonna stand in love?

Jerry: Yeah.

Rha: And what we know intuitively, even if we may not know it logically, is that love gives us far more capacity to contribute than fear every could.

Jerry: Mm.

Rha: Right? Fear may be the spark that gets us on the journey (laughs) but at some point love's got to take the wheel.

Jerry: Yeah.

Rha: Right? If we're really in it for the long haul, and I think, um, we have to own, Jerry, that it's gonna require courage.

Jerry: Mm.

Rha: We have to own that it's gonna require a willingness to may not be popular. It's gonna require a, a stand. But we have the capacity to do that, and we also want to recognize that we're not standing alone.

Jerry: Yes.

Rha: That there are millions and millions and millions and millions and millions and millions and millions of other people-

Jerry: Yeah.

Rha: ... who are standing with us, right?

Jerry: Well, y-you know, to, to your point there's two things that, that come to mind. The first is people will often ask me, "What is it that you want people to know, more than anything else?" And I will say some version of, "I want my epitaph. I want my gravestone if I had a gravestone," just, to just have a phrase on it. "You are not alone." Right?

But the second thing that occurred to me is, you know, again, when, when y-you're a beautiful face popped into my video screen, and we just started ... like we had this thing that just started bouncing back and forth with between us immediately, um, I-I was puzzled by it but open. And now, when you just said that, I realize, oh, we actually have each other. We're, we're kindred souls on that plane, and how I manifest my work is a little bit different than how you manifest your work. But guess what? It's the same work.

Rha: Yeah.

Jerry: Right?

Rha: Yeah.

Jerry: And so in that way, neither you nor I are alone, right now. And let's pay homage to our ancestors, 'cause they're still here with us. And, and let's, let's acknowledge the generations who will come after us for whom we will be the ancestors.

Rha: Yeah.

Jerry: And they're all around us.

Rha: Yup.

Jerry: And they're saying, "What will you do? What are you gonna do in this moment?"

Rha: Yeah, what is ours to do? And I think that that, you know, I loved your statement earlier where you said, you know, it doesn't have to look like Mother Theresa, and I talk about this in the book. Like, there is a difference between good work and your work.

Jerry: Yes.

Rha: And I invite you to find your work.

Jerry: Mm.

Rha: In whatever way it wants to express itself, you know? It might be making video games (laughs). It might be, you know what I mean, right?

Jerry: Right, right, right.

Rha: It might be through dance. It might be through speaking or writing. You know, it might be through creating an incredible product, right, that revolutionizes the way we clean or the way that we travel, whatever the case may be. We want to invite your contribution in whatever way it wants to take shape and form through you.

Jerry: Mm.

Rha: And you have the opportunity to be true to that knowing that what is most important is your work in this.

Jerry: Mm.

Rha: And so, you know, what I hear often when I see my ancestors, my elders, when I think about the people that I link arms with, you included (laughs)-

Jerry: Mm.

Rha: ... in this work, I ... what is mine to bring? Right? Like if we're going to the greatest pot luck that ever was (laughs)-

Jerry: Yeah, I love that image (laughs).

Rha: Right? It's mine to bring. Oh, mine is to bring that upside pineapple cake that [crosstalk 00:48:29] do you know what I mean? That's been in my generation, my family, for four generations. It was my grandmother's mother's mother's mother's recipe. You know what I mean? And I added my own little twist, you know, with a little extra bit of spiced rum or whatever. You know, like, I know that's a party favorite. I'm bringing that. You know I mean? And there's this opportunity for every, single one of us to see the marketplace in that way, to see the world in that way, to see our family systems in that way, to see our community and our society in that way, and to actually honor the joy, and the honor, and privilege and the need it is to share what we've been given to bring.

Jerry: Mm-hmm (affirmative), amen. I just needed to pause, and let that land, and let that come into my body. Rha, it's been an absolute delight getting to know you in this way, and, uh, I know that we're gonna link arms. I know ... 'cause, you know, we said it

before. We've got good trouble to make in the world. We're gonna, we're gonna, we ... the world needs a little tilting.

Rha: Absolutely.

Jerry: And we're gonna tilt that. Um, thank you so much for coming on the show. Um, the book is called *The Calling: Three Fundamental Shifts to Stay True, Get Paid and Do Good*. Um, it's available everywhere. Um, I loved it, and I adore you.

Rha: Oh, Jerry, the feeling is mutual. Thank you so much for having me and you all thank you so much for listening. Now's your time-

Jerry: Amen.

Rha: ... and we're here for you. We're here for you.

Jerry: You, you got it.

Rha: (laughs).