

# MORE THAN MONEY

Timeless themes & personal stories | Exploring the impact of money in our lives

Archive Edition

## Money, Worth, and Self-Esteem

### *More than Money*

Exploring the personal, political, and spiritual impact of wealth in our lives

ISSUE NUMBER 3

MONEY, WORK, AND SELF-ESTEEM



#### INSIDE:

- Personal stories of money, work, and self-esteem
- "Your Money or Your Life"
- Securing meaningful work
- The politics of self-esteem
- What do you do?
- Working by choice



Coming in the  
Next Issue :

"Do I Have Enough?"

Submissions welcome by  
April 8, 1994



### Untangling Net Worth from Self-Worth

Reflections on Money, Work, and Self-Esteem

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*"Relax now...so, what do you do?" She pauses in her work to let me answer. From out of nowhere, I respond, "I'm a social architect." With great intrigue she asks, "Hmmm...what does a social architect do?" In the time it takes to wipe the drool from my tongue, I miraculously devise an answer that portrays my volunteer work, all my future aspirations, plus the "invisible" work of managing the money I inherited—as a skilled trade. Resuming her task, she remarks without wavering "That's interesting."*

Allen's experience at the dentist represents some of the challenges that we (the editors of *More than Money*) grapple with every day. In this issue, we explore some of the unique challenges people face who have the unusual privilege of not working for a living—whether for a few years or a for a lifetime. Why work at all, if you don't need the money? What's fair pay, if you're already rich? How necessary is earning money to your self-esteem? And if you don't earn money, what in the world do you say when people ask, "So what do you do?"

We found that people who earn their fortunes experience these questions quite differently from those who inherit them; and those whose money goes back many generations feel differently from those whose wealth is recent.

Although we interviewed people with

wealth, we noticed that some challenges about work, money, and self-esteem cut across class lines: How can we claim the dignity of unpaid work—whether caring for a baby, sitting with a dying loved one, or fighting for stronger anti-toxics legislation—in a society that primarily measures value by dollars earned? How can we find work that's deeply life-sustaining in a culture where so many toil at alienating jobs, where money is too often used as a stick to drive us or a carrot to lead us on? People with wealth struggle with these issues, too.

If you browse the covers of magazines—in the supermarket line or in the business section of a university library—society's assumptions about money, work, and self-esteem are clear: the more money you earn, the more powerful and respected you become, and presumably, your self-esteem follows. While there's some truth to those assumptions, we believe they have been amply promoted elsewhere. Instead of repeating a common viewpoint, our goal for this issue is to show the ways people have been affected by these assumptions, challenged them, and experimented with different choices. We hope their stories will encourage you to examine your assumptions and open your heart to new possibilities about work.

— Anne, Christopher, and Allen

*PS We hope to return to the topic of work in a future issue, and we are interested in stories from readers with a financial surplus who nevertheless work out of financial necessity. In particular, what challenges do you grapple with in relation to those who have less? (e.g., those with lower status jobs, less compensation, the involuntarily unemployed, etc.) We welcome your stories —the editors.*

Issue 3, Winter / Spring 1993

A Complimentary Giving Resource  
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**BOLDER  
GIVING**  
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## Welcome to More than Money Journal

More Than Money Journal, published quarterly from 1993-2006, was one of the first public forums where people shared personal stories about the impact of wealth on their lives. Groundbreaking for its time, each issue is filled with examples of ordinary people struggling to align their money and values in their spending, investing, giving, legacy, and relationships. The themes and stories in these journals are timeless and ring as true today as when they were first published.

More than Money Journal was a project of More Than Money Institute, a nonprofit peer educational network that touched thousands of people through its publications, presentations, gatherings, journal discussion groups and individual coaching. When More than Money Institute closed in 2006, its founders Anne and Christopher Ellinger (whom you'll see in More Than Money as Anne Slepian and Christopher Mogil) went on to launch another initiative called Bolder Giving. Individual articles from the journal were archived online with the Project on Civic Reflection.

Today, Bolder Giving is thrilled to be able to offer full back issues of More than Money Journal as a resource for families with wealth, philanthropic advisors, and all those exploring the impact of money in their lives. On the Bolder Giving website you can download issues individually.

Online, you can also order beautiful bound copies where 6-10 issues of the journal are compiled by theme:

- Giving
- Lifestyle, Spending & Investing
- Money and Values
- Children and Inheritance
- Money and Identity

*(See full listing on back page of this journal)*

We hope that More than Money Journal brings you fresh ideas for aligning your money and values, and that you use the stories to start conversations with your own clients, family members, and friends. (Note: We have removed many last names from the personal stories in the journals, to protect the privacy of those who gave us permission before the days of internet).

## About



More Than Money Journal roams the full territory of money and values. Bolder Giving has a more pointed mission: to inspire and support people to give at their full lifetime potential. A national, non-profit educational initiative, Bolder Giving invites you to help create a culture of greater generosity and to take your next step in becoming a bold giver.

At [www.boldergiving.org](http://www.boldergiving.org) you will find interactive tools and resources to help you explore three ways of being bold:

**Give More:** explore your lifetime giving capacity.

**Risk More:** step beyond your giving habits.

**Inspire More:** spark conversations about bold giving.

Bolder Giving's resources include:

**Stories of Inspiration-** The Bolder Giving website features stories of over 100 remarkable givers who have given at least 20% of their income, assets, or business profits. We host monthly teleconferences and web chats for informal conversations with these bold givers. Bolder Giving's stories have been featured widely in the press - on CBS and ABC evening news, in People and Inc. Magazines, The Chronicle of Philanthropy and elsewhere - and speakers are available for presentations and media interviews.

**Support for Donors-** Bolder Giving provides giving tools such as personal coaching, referrals to donor networks, workshops, the Bolder Giving Workbook and other publications, and a content-rich website. Please see the list of publications in the back of this magazine.

**Resources for Advisors-** Bolder Giving offers presentations, workshops, and publications for fundraisers, financial professionals and philanthropic advisors.

We invite your participation and support.

Thanks to the financial support of a few foundations and many individuals, Bolder Giving is able to offer free downloads of More Than Money Journal on our site. If you receive value from this publication, we invite you to donate online or contact us to explore ways of being involved as a donor, partner, or volunteer. Bolder Giving is a 501(c)3 tax-exempt organization, so all contributions are fully tax-deductible.

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## *More than Money*

is a quarterly publication written for people questioning society's assumptions about money, and particularly for those with inherited or earned wealth seeking a more just and sustainable world.

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More than Money  
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 Eugene, OR 97405

Mailing lists remain  
 confidential.



All subscriptions to *More than Money* include membership in the Impact Project, a non-profit organization assisting people with financial surplus to take charge of their money and their lives.

For information about The Impact Project, write or call:

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### Editors

Allen Hancock  
 Christopher Mogil  
 Anne Slepian

## Letters to the Editors

... ~~And Corrections~~ *Corrections*

After reading "What Makes Giving Satisfying?" my husband and I sat down and, for the first time, made a pro-active giving plan. It felt so much better to actually pick the groups instead of just responding to requests. Thank you for your much-needed publication. I'm recommending it to many of my clients.

— Laura B.  
 Vice-President of Investments,  
 AG Edwards  
 Connecticut

The entire newsletter was excellent. I read it cover to cover and was really impressed. I'm meeting with my inherited wealth support group next week and will encourage them all to subscribe.

— Lark W.  
 Pennsylvania

Congratulations on your new publication. It should well serve a minority long neglected....While your autumn 1993 issue is most interesting and well presented, it appears to be oriented to assuaging guilt....Those of us who have dedicated a lifetime to earning and accumulating substantial net worth are rarely afflicted with discomfort in dealing with wealth. Especially so, if this net worth includes a beautiful family and a balanced life...

— Victor E.  
 Editor, Financial Press  
 Florida

[In response to your humor column, Dr. Dough...] cynicism hurts...it opens the eyes, but does not fill the hearts....I urge *More than Money* to seek spirited, positive humor, not the kind that feels like a put-down, but rather the kind that joyfully brings out the imperfections of our common unity...Let Dr. Dough go.

— Doug M.  
 Maine

*We sent Dr. Dough to sensitivity and empathy training in Key West. We welcome readers to submit humor with the spirit Doug describes so well. We aim to heal, not hurt.*

### • Corrections •

Our apologies for not including Yani Batteau and Marci Riseman as contributors to the autumn issue. Yani provided an illustration and Marci has provided on-going support for both the autumn and current issue. Thank you Yani and Marci.

## Reader's View

"What are Your Experiences Regarding Money, Work, and Self-Esteem?"

We asked our interviewees: How has earning money (or not earning it) affected your self-esteem? How have you managed to disentangle your self-worth from your earnings or net worth? A few people focused their responses on self-esteem, but many had insights just about work and money that we found too interesting to pass by. We hope you enjoy this potpourri of stories; if you have empathy or wisdom to offer any of these contributors, send us your responses and we will forward them.

### Half-and-Half

Every day, I dance a fine line between my two identities: as the dedicated college chaplain working for modest wages and as the husband of a multi-millionaire. On one hand, I'm extremely grateful for both my career and my wealth. I get to do work I care about, taking jobs based on how they fit my gifts and passions rather than by how they pay my bills. I am able to parent my three young children more closely than I ever could as a full-time working Dad. And although we live modestly compared to our wealth, we feel relaxed about spending in a way we never could on just a minister's salary. Sometimes I feel I have the best of both worlds, having wealth to supplement my earnings and a legitimate career that is respected by others and serves the world.

On the other hand, it is a constant challenge to do my job with integrity when I have all this money. I have to resist the temptation to work for extra-low wages and to put my own money into the Church. When independently wealthy ministers do that, they really mess things up for their successors: they set a precedence of unrealistically low pay and create a Church that isn't able to support itself.

My biggest challenge is as a man: when my father (who was also a minister) walked out the door to go to work, he was the breadwinner, laboring in service of his family. When I go to work—and sometimes my kids are crying for me to stay—I am doing it for my own fulfillment, not for them. I have to really love what I'm doing, since all my

satisfaction has to come from the work itself, rather than from the need for a paycheck. I'm not complaining—but it is a challenging balancing act.

— Steve K.

### Going all the Way

Seven years ago, I gave away all my inheritance (about \$350,000 dollars) and put myself fully into the world

of paid work. I had been working for several years in a low-income housing organization where we dealt daily with issues of wealth and poverty. I loved my work and could imagine doing it for a long time. I believed that the concentration of wealth contributed greatly to the poverty I worked with every day, yet there I was, sitting on my own little pile! I knew of many pressing and better uses for that money, and gradually the determination to give it all away grew.

When you live counter to what you believe, it's harder to look people in the eye. And though I had been

*continued on page 4*

## More than Money

Issue #3  
Winter/Spring 1994

### Consultants for this Issue

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Greg Edblom  
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We thank the many people who contributed to this newsletter. While we could not print everything, the experiences that you shared helped shape the final result.

### Oops!

We were surprised by how long bulk mail can take to reach everyone on our mailing list (sometimes four weeks or more). So we've decided to consider this the winter/spring issue rather than mailing the winter issue after the daffodils die back. Our publishing schedule remains unchanged and year-long subscribers will receive four issues.

Winter/Spring 1994

continued from page 3

supporting myself for years, my self-confidence felt tinged by doubt because I knew I always had money to fall back on. Some people thought I was crazy for giving it away; others respected me more. Even though everyone dreams of free money, our society strongly values working for what you want rather than getting it for no effort. So giving away my inheritance and standing on my own feet wasn't really that counter-cultural. Now I work as the executive director of a statewide housing coalition. I am proud of my job and delighted with all the projects my money funded. I can say "this is who I am" and look people in the eye.

— Chuck C.

tendency to view problems as opportunities rather than obstacles. And yes, it was satisfying to provide employment to about 1500 people, especially to the many black people we hired and promoted, who had almost no opportunities back then. Twice the white workers threatened to strike over it, but we held our ground.

— R.W.

### Unpaid and Miserable

Every day I wake up and fight to find meaning in my life. I haven't held a regular job for 11 years, since I was 29 years old and my inheritance came through. That day I quit

work as a word processor at a large law firm and began to give myself and my time to volunteer organizations.

In 1982 it felt easy to live simply at a grand a month. I just wanted to be with people. I loved sitting with people who were dying. I was happy putting on a mime outfit and going into hospitals to be with kids.

Over time, disability rights became a passion. I was a full-time volunteer, sitting on committees and boards of directors, chairing committees and advising the city council.

But I felt empty and wished someone would give me a job. Since all my work was unpaid I could dabble; I didn't feel whole. I envy the people I see in San Francisco's Civic Center dressed smartly on their way to their jobs. I felt robbed of self-esteem that comes from working hard for something and getting a regular paycheck. I ache to be "normal."

Now I'm in law school, but I question daily whether this is the right choice for me. I feel strongly that my rootlessness stems from getting an inheritance so early in life.

— Jonathan F.

### Musings of a Dictionary Prowler

Our culture embraces mixed messages about self-esteem. Witness these definitions from the American Heritage Dictionary: Self-esteem: Pride in oneself. Pride:

1. A sense of one's own proper dignity or value; self-respect.
2. ... satisfaction taken in one's work, achievement, or possessions.
3. An excessively high opinion of oneself; conceit; arrogance.
4. (Christian) The... first of the seven cardinal sins.

Whew! The same word is used to represent something as essential as dignity and as destructive as a cardinal sin. Just to be clear, in this issue of More than Money we're delving into Definition #1, and on how "satisfaction with one's achievements" relates to it.

### Drawn by the Challenge

I suppose my self-esteem must have been strong from the start, or else I was just foolish—it never crossed my mind that the company I launched could fail! We nearly went bankrupt several times in the first few years, but then the business took off: \$1 million in sales one year, \$9 million the next, then \$18, then \$30... at its peak the company was grossing almost \$700 million per year.

In the beginning, my business partner and I thought, "Gee, if we can just make \$100,000 each, boy, we'll sell the biz and that will be that." But it didn't work that way at all. After my first few years in business, the money was never the point—the challenges were what drew me on, like a carrot hanging before me. I derived great satisfaction from developing the artificial leather itself, making it look aesthetically the way I wanted it to. I had an almost instinctive

"Every day I wake up and fight to find meaning in my life."

### Unpaid and Delighted.

Ten years ago I quit my job as an engineer and left the straight working world. After several years exploring different types of work, I realized that fifteen years ago in college I had discovered my true passion: with my inheritance to live on, all I needed now was to go ahead and do it...

I used to feel terrified when people asked what I did for a living. But now I find it an interesting and enjoyable exercise, to make sense of what I do to someone who leads a very different life from mine. Sometimes I start a conversation with "I lead a totally eccentric life." Or I say, "I do something you've never heard of." And then I tell people that I play the game of Go.

First I give them some inkling of what the game is about: it is an Oriental board game, a two-person, no-luck strategy game like chess, only the rules are quite different. It's the world's oldest board game. Then I explain why it's important to me: its the most difficult intellectual challenge I have ever found, and I can't get better at the game without improving my psychological health.

For example, skillfully handling my children's problems helps me become a better Go player, and vice versa.

People are surprised that I am attracted to spending thirty hours a week in front of a computer screen or over a wooden board, pondering the placement of little black and white pieces. It makes for some very interesting conversations!

I play on Internet, an international network of computers, where I can play Go twenty-four hours a day with people from all around the world. I study books, play and study games, write articles, and serve as the president of the American Go Association.

Every day I am grateful that the money has enabled me to do something with my life that is absolutely perfect for me. To choose this life I had to accept and see myself clearly, so my sense of self-worth has grown. I feel I am using my resources in the best way I possibly can.

— Phil S.

*continued on page 10*

"Every day I am grateful that the money has enabled me to do something with my life that is absolutely perfect for me."

## Your Money or Your Life

Transforming Your Relationship with Money and Achieving Financial Independence

Two years on the *New York Times* bestseller list, *Your Money or Your Life* challenges the common assumption that earned money is essential to self-esteem. It also contests the notion that only rich people can quit working for money. In their 20's and 30's, the authors decided that they had earned enough money to live off their investment income for the rest of their lives. How much is enough? Well, for twenty years now they have managed—no, thrived, they say—on about \$6,000 a year each. (We visited them in Seattle, and yes, they have a decent home, a car...)

Hundreds of thousands of people are now using their 9-step method for "making a living instead of making a dying." Although each step sounds relatively simple, following the method faithfully seems to create a profound shift in how people view money, and ultimately, how they experience each moment of their lives. Penny Yunuba shared with us her successful experiences:

About 5 years ago, I was working 70 hours a week as a micro-computer salesperson earning \$70,000 a year. I was in my late 40's, with my 3 children grown...did I really want to do this my whole life? From reading *Your Money or Your Life*, I saw I had been living in a little box, assuming I would work until

I was 65 and then, as the reward at the end of my lifetime, retire and go to Florida. But how could I face myself in the mirror if I spent the rest of my life on unimportant things, just to make a living?

I started following the method in the

*continued on page 6*

We recommend  
*Your Money or Your Life*  
by Joe Dominguez and Vicki Robin (Penguin Books, 1992)

Stay tuned for more answers to the question "How Much is Enough?" in issue #4 of *More than Money*.

Winter/Spring 1994

book. I realized how little I actually earned per hour, if I included all work-related expenses—commuting, clothes, recovery time, etc.

I assessed every one of my expenses—my motivations for them and whether they were in alignment with my values. When I focused each day on the things I really valued, the results were amazing—I felt brought out of bondage to the money system, and into a real life. I discovered lots of inventive ways to save money. I moved to the basement of the house I own with my partner and rented out my room for \$290 a month. Although I was attached to my car, I was ear-to-ear grins on the day I sold it and knew I wouldn't have to earn the \$300/month to support it.

I'm now "retired," living on \$450 a month. (Should I need it, I have \$70,000 in an IRA, which should double

by the time I'm 65.) Sure, living frugally feels hard sometimes—for instance, it's hard on my friends when I won't go to the theater with them. But the pleasures of my day-to-day life more than compensate for the sacrifices.

*Mistaking work for wages has meant that most of our "jobs" have gotten neither the attention nor the credit they deserve—jobs like loving our mates, being a decent neighbor or developing a sustaining philosophy on life.*

— from *Your Money or Your Life*

I love both what I'm doing and what I'm not doing. My life is no longer in the crazy rush I see all about me. For instance, my mom is 82 and doesn't talk well anymore. I have time to write to her every week. I volunteer—teaching English to immigrants at the high school, singing with a group in prisons and shelters, serving on Quaker committees—but preserve plenty of open time to meditate, to darn my socks, to listen to my friends and neighbors.

I've been "unemployed" now for four years, and it hasn't lowered my self-esteem in the least. On the

contrary—I'm proud that I valued myself enough to craft the life I really wanted. •

## Securing Meaningful Work

Choices for the Confused Inheritor

*and experienced than I am? My family's no help figuring this out—they're just disappointed I haven't become a famous lawyer. My friends are no help—they're just envious that I don't have to work. I can't talk to anyone about this!"*

What should Jane do?

- Get a job, any job.
- Stay in bed until she feels an impulse from within.
- See a psychiatrist—maybe medication will help.
- Try to find a lover who will save her.
- Read *More than Money*.

Jane Dough may be fictitious and the choices whimsical, but her dilemmas are very real. We've worked with a great number of inheritors who feel torn up about work—especially people who want to help create a more just and peaceful world.

As you can see in Jane's story, some of the pain is internal: feelings of heavy responsibility, superiority, and unrealistically high expectations leading to shame and isolation—all common for young people raised wealthy. Some dilemmas are external: jobs to change the world are scarce, poorly paid, and have low status compared to most professions. And unlike becoming a doctor or a lawyer, there is no recognized, accredited path for an unconventional career.

**J**ane Dough (a fictitious inheritor), age 24, lamenting to herself:

*"Rich people like me have caused the troubles of the world. I should do something brilliant to change things. I haven't yet, so I'm a disgusting privileged worm, living off money I don't deserve...I think I'll make something to eat..."*

(Later, while eating warm quiche on her sun porch) *"I have the resources to choose any work in the world! I should do something powerful, worthy of all my caring and resources. I keep trying to find something like that, but no job ever seems to fit that bill—at least none I'm yet qualified for..."*

(That evening, while serving soup at the local shelter.) *"I could create my own job doing something that matters to me. But what right do I have to hire myself, so to speak, and not someone else who might be more skilled*

More than Money

continued

Finding a meaningful job can be enormously challenging. But using inherited wealth to fund oneself can be fraught with ethical questions and practical difficulties. Without financial incentive, many inheritors find themselves painfully ambivalent about earning money and end up drifting—unfocused, jobless and isolated.

Fortunately, people have figured out creative ways to resolve the tension between being rich and finding meaningful work. For any of our readers who are in these shoes, we offer here a road map of four basic work alternatives. People often mix and match aspects of the four options or move from one choice to another over time. There are endless “right” choices.

Keep in mind that we are defining work not as making money, but as doing something focused and productive that is fulfilling and builds self-esteem. This kind of work, whether paid or not, seems to be a basic human need.

### Choice #1

#### *Develop a Fulfilling Career.*

Many inheritors decide to pursue “a regular job.” Some—like Ellen (see page 10)—want the confidence that comes from earning their own way. Some are drawn to fields where satisfying jobs are available. Others, like Chuck (see page 2), believe living off inherited money is ethically wrong; they feel better working as most people do.

If a career path appeals to you, questions to explore include: how much do you want to earn, and why? Do you plan to support yourself entirely or to use some earned and some unearned money? What will you do with your inheritance once you earn enough that you don’t need your assets to live on?

### Choice #2

#### *Fund Your Own Work*

Some people decide that their true calling doesn’t exist as a paying job or they want more freedom or meaning in their work than a regular job can give. Others feel it is ethically wrong to “take a job from someone who needs it” when they don’t need the money. For these reasons, many inheritors decide to live on the money they were given and work

without a paycheck. They volunteer with existing organizations, work independently (e.g. as artists), or start their own organizations.

Although this path looks easy from the outside, it has its challenges: to go without the validation of a regular job title and salary; to create your own systems of structure and accountability; to accept that many people will know you have independent money; and to make peace with using a privilege that few others have. The reward is the opportunity to follow your heart and do what you find most meaningful.

### Choice #3

#### *Make Your Money be Your Work*

If you enjoy working with money and feel excited about the impact you can have with investments and philanthropy, your money can be your life’s work (given you have enough of it.) You could set up a foundation or charitable trust and get great satisfaction from seeing the money make a difference in the world.

If you have the skills, you could manage your own or your family’s money by investing it in ways that build a better world. This choice has many of the same challenges as choice #2. Some people draw a salary as a staff member of their foundation so their work feels more like a “regular” job.

### Choice #4

#### *Become a “Social Entrepreneur”*

The term “entrepreneur” often means someone who starts a business aiming to make lots of money. Social entrepreneurs also start businesses, but their aims are different. They either start organizations with the express purpose of furthering the common good, or they make their money in traditional forms of business and then use their money and influence for social purposes. For example, we know of a computer entrepreneur who helped establish an advocacy foundation for elderly issues and then endowed it with half of his assets.

If you are drawn to this option, be humble and realistic about what you do and don’t know: get expert business advice and seek successful mentors who

*continued on page 8*

The majority of the world’s people live in countries where the average income is less than \$610 a year. By luck...you ended up in the minority.

— Oxfam America

“Are you motivated to make lots of money because such “success” is socially validated?”

can guide you. In addition, you might ask yourself some hard questions: Are you motivated to make lots of money because such “success” is socially validated?

For many people, even those of us with a strong social conscience, the more money we have the more we spend on ourselves. Larger and larger sums just start to feel “normal” to us and our associates. What kind of lifestyle will you choose, and how will you remain accountable to your ethics? Are you willing to fail, perhaps losing all the money you have, and start over at the beginning?

Whatever choice you’re drawn to, if you feel lost at sea we encourage you to get assistance—form a “success team” (See *Teamworks* on Resources page), see a career counselor, get help from a financial planner or other advisor. Connect with other inheritors to learn from their experiences. Don’t expect fulfillment overnight—good work can be a long-term journey.

Even if you never put to rest all of the practical and ethical dilemmas posed by being a wealthy worker, we hope that you will feel encouraged to ask others how they craft their work path and then to pursue your own journey with creativity and determination.

(Jane, writing in her journal): “I’ve known Sarah almost a year, but I never guessed she has a secret inheritance just like I do! We talked for hours. We decided to get together once a month to help each other think about work...” •

Parts of this article were adapted from the chapter “Finding Meaningful Work” in *We Gave Away a Fortune*, by Christopher Mogil and Anne Slepian with Peter Woodrow, New Society Publishers, 1992. Available from the Impact Project for \$18 postpaid.

“I had so little self-esteem that I lost my first election (running for eighth-grade president) by one vote—my own.”

More than Money

## The Politics of Self-Esteem

*The Story of a Progressive California Legislator*

by Assemblyman John Vasoncellos

I grew up in the 1930’s in a constrained, traditional, Catholic family. I was educated in both public schools and Catholic (Jesuit) schools, through college and law school. In school, I was a high-achiever, receiving awards and excellent grades. In adulthood, I became a prominent lawyer in a prestigious firm. My first campaign for a seat in the state legislature in 1966 was successful, and I have now been re-elected eleven times.

Yet, through it all, I had almost no sense of my self, no self-esteem. I worked for my successes only in a

constant attempt to please others. My intellect functioned superbly, but the rest of my self barely functioned at all. I had been conditioned to know myself basically as a sinner, guilt-ridden and ashamed, constantly beating my breast and professing my unworthiness. I had so little self-esteem that I lost my first election (running for eighth-grade president) by one vote—my own.

Awakening painfully to this problem, I began in 1966 to invest long and difficult years in redeveloping my self-esteem. During the past twenty-two years, I have been involved in various forms of therapy, beginning with Carl Rogers’ person-centered therapy, with a priest-

psychologist, and continuing today with bioenergetics therapy, all with the aim of opening up and more fully integrating myself as a whole person. My life and work have become increasingly focused on this compelling issue of self-esteem, not only in relation to my own development but also in terms of enabling others to develop a strong sense of self.

My personal experience has taught me how very central and vital healthy self-esteem is. This outlook has become so ingrained within me that it has become essential to my political views and priorities....

In 1980, I became head of the California State Assembly's Ways and Means Committee, responsible for reviewing spending legislation and the state's annual budget. Year after year, we spend ever-increasing billions of tax dollars to contain destructive behaviors, to compensate for human failures after the fact—more than a billion dollars each year for building prisons and two billion for operating them, as well as substantial sums for programs to address alcoholism, drug abuse, teenage pregnancy, child abuse, welfare dependency, and school dropouts.

It struck me that all these programs were focused on containment and remediation; almost none attempted prevention, much less a cure. Most were based on the traditional assumption that we really can't hope to do much better, because people are intrinsically evil. The all-too-frequent failures were self-fulfilling prophecies, in terms of both human misery and financial efficiency. It seemed foolish and tragic to keep spending billions of dollars without ever wondering how we could get ahead of the game by searching out causes and developing strategies for prevention....

Although [introducing a bill to study self-esteem] might sound "California-weird" and pose some political risks, my interest, my own growing self-esteem, and my supportive relationships outdistanced my caution....I took the chance

and introduced legislation in 1984. Somewhat to my surprise, that bill passed the assembly, although it died in the state senate.

In 1985, I reintroduced the bill.... [Assemblyman] Pat Nolan asked "You really want to the people learn how to live

*Year after year, we spend ever-increasing billions of tax dollars to contain destructive behavior....*

*It struck me that all these programs were focused on containment and remediation; almost none attempted prevention, much less a cure.*

without the government taking care of them?" When I replied "That's right," he was convinced to sign on [as co-sponsor.]

[After an arduous grassroots campaign over two years, with several defeats, the campaign moved on to focus on Governor Deukmejian.] The governor and I had three very intense one-on-one conversations about this bill. The turning point came during our third meeting, when he said, "I know that self-esteem is important, but why should the government get involved in this? Why not the university or somebody else?"

I responded, "First, Governor there's so much at stake here that we can't afford to have it hidden away in a university. We need to involve the entire California public. Only the government can accomplish that. Second, think of it this way: by spending a few tax dollars, we can collect the information and get it out. If that helps even a few persons appreciate and understand self-esteem and how they can live their lives and raise their kids better, we may have less welfare, crime, violence, and drugs-and that's a very conservative use of taxpayers' money."

Suddenly the governor replied, "I've never thought of it that way before...." Deukmejian signed Assembly Bill 3659 into law.... •

*This article was adapted from The Social Importance of Self-esteem by Andrew Mecca, et al. Used with permission by the U.C. Press.*



One basic thing we can do to help people's self-esteem is to work towards fair pay for all.

1992 median earnings for full-time U.S. workers:

All men	\$30,400
All women	\$20,100
White men	\$31,100
Black men	\$22,400
Hispanic men	\$20,000
White women	\$21,200
Black women	\$19,400
Hispanic women	\$16,800

Source: Census Bureau, Current Population Reports



### Advice from Mid-life

I made the choice in my late twenties to live off my family money so that I could do social change work, for which there were little or no paying jobs available. At the time I believed that if I could live at a decent level without drawing pay, I should do so, and leave the paying jobs to those who really needed them.

However, about eight years ago I realized that not supporting myself was robbing me of a very basic measure of self-worth, so I changed directions. The timing was unfortunate, as I became a parent about the same time. Developing satisfying paid work while raising a child has been a huge challenge. I am a middle-aged woman as well, and we are notoriously undesirable members of the work force.

The benefit of the money is that it has allowed me to figure this out without major time pressure. I am very grateful for this cushion. However, if I had it to do over, I would figure out satisfying paid work in my twenties, rather than now.

— Ellen D.

### Finding my Worth: Journal Excerpts

**1**992: I go into business for myself as a CPA and psychotherapist. While I have no trouble charging \$100/hour for financial planning, I find myself uncomfortable charging psychotherapy clients more than \$40/hour.

What is going on? I see I have internalized the message that nurturing work is women's/spiritual work, and so should be given away, while money-related work belongs to the masculine world and is okay to charge for.

Just like that Girl Scout plaque I made from popsicle sticks and macaroni: GOD FIRST, OTHERS SECOND, ME THIRD. Ridiculous! Unless I earn enough money to support myself, I won't have the resources available to help others.

— Patricia E.

### Inheritor's Challenges.

I applied for a job as museum curator, for which I was amply qualified, but was offered \$2000 less than what my predecessor had been paid. I told them, "Thank you, but no thank you." They replied, "But you don't need it—you have plenty of money!" Eventually they came round to paying me the full amount that I insisted I deserved.

— B.J.

### It's the Journey, Not the Goal

A lot of people who become successful—in business, athletics, or whatever—feel confused and dispirited once they've achieved their goals. After becoming richer than they ever dreamed, their lives feel meaningless. I might have gone that way, but for the grace of a miraculous moment.

It was evening, and I was walking across the empty skating rink after winning a national speed-skating championship—a goal I had been working toward for nine years. To my amazement, everything began to move in slow motion, as it does sometimes for people in a car accident when they fear they will die. I stopped under a light. "My God, I won!" I thought. "But I don't feel any bigger, any stronger. What's it all about?"

Suddenly I saw vividly that my life couldn't be about winning. It had to be about the journey, and especially about whatever ways I could touch other people. I kept on skating after that, even went on to win the world championship, but my whole focus changed. What mattered was the children's exhilarated faces in the stands and the joy of the old people who shook my hand after races. I've since left competition, but I've never lost that focus.

— Ed M.

"...I realized that not supporting myself was robbing me of a very basic measure of self-worth..."

## A Legitimate Worker

I've been a committed, deeply involved volunteer for several years at a large non-profit organization providing services to people with AIDS. I don't have to do the administrative work the paid staff has to do: hardly any paperwork, no boring staff meetings; I get to do really satisfying and stimulating work. But I'm sick of always feeling peripheral, not being a real part of the team. Some of the paid staff seem resentful that I have the option to volunteer. Just to get my mail slot put on the same wall as the staff's was a battle.

I've finally decided to apply for a full-time job there, even though I doubt I'd enjoy the job as much as I do now. Maybe it seems strange: I don't need a paycheck for my pocketbook. But I need to be a legitimate worker. I need to belong.  
— Katherine P.

## Creating Useful Work

I lived on inherited wealth from 1968 until 1991, using up my "capital" to work as an environmentalist and activist. I loved my work and have never regretted investing in it.

I experimented with all sorts of money arrangements during those years. For four years in Arkansas I directed an environmental advocacy organization, unpaid. Later I worked for a small salary with the American Rivers Conservation Council in D.C., but contributed the salary for my replacement when I left. I volunteered full-time with the Mobilization for Survival in Philadelphia.

After a year, I felt uncomfortable working as hard as the staff members did without the credibility. So I asked for (and received) an unpaid "staff position," and continued there for two more years. Later I worked as a philanthropic advisor for a wealthy individual. She gave me \$6,000 to \$10,000 per year as a gift, not salary, which enabled me to continue my various volunteer work.

The last bit of my inherited capital was spent shortly after I got married. My wife, who was about to have our child, pointed out that I needed to make an income. Even

though I had known for years that the day would come, it was a bit scary to create a new career for myself in mid-life. Fortunately I had many connections in my home town, despite my unusual resumé.

I have been able to create my own job, a new position, with the city parks department. I am now in my second year of teaching "hands-on" gardening to all the science classes at a couple of inner-city public schools. The gardens will eventually fill an area the size of a football field in the city parks contiguous to the two schools. I am pleased that I am able to fundraise my own salary and that of a part-time assistant. I am also very involved with a city task force on youth violence.

Wherever I go, there's some way to be of use. That's what is important, not where the money comes from.

— Pratt R.

continued on page 12

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Highest income group in U.S.:  
Doctors.

Professions with highest proportion of unhappy people:  
Doctors and lawyers.

From *Happy People* by Jonathan Freedman, Harcourt, Brace, Jovanovich, N.Y. 1978,

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*The work of the world is common as mud.  
Botched, it smears the hands, crumbles to dust.  
But the thing worth doing well done  
has a shape that satisfies, clean and evident.  
Greek amphoras for wine or oil,  
Hopi vases that held corn, are put in museums  
but you know they were made to be used.  
The pitcher cries for water to carry  
and a person for work that is real.* —Marge Piercy

The poem above was excerpted from "To be of use" by Marge Piercy, from *Circles On the Water* New York: Alfred A. Knopf, Inc., 1982, Used with permission.



“For years my identity was tied up with being successful in business....I’m much happier now discovering sides of myself unrelated to work.”

“You may benefit from an unjust system—but you didn’t cause it—and your individual choices alone won’t turn it around.”

continued from page 11

### No Longer Defined by Work

I started a business when I was 22. My father, a self-made workaholic millionaire, was an influential role model in my becoming an entrepreneur. My mother was also very achievement-oriented and always active in community service. My three siblings and I all became over-achievers.

For years my identity was tied up with being successful in business. Although I felt a certain emptiness inside, it wasn’t until I lost money in an investment and felt my self-esteem sinking that I realized my self-worth had become directly linked to my net worth, and I didn’t like that feeling!

After some years of therapy and serious

self-examination, I finally got to a place where I felt less attached to my money. Since I had the privilege of not needing to make money, I decided to move from New York to New Mexico and slow down. I still own my business, but I’m not active in it on a daily basis. Now I meditate more often and spend time in nature.

When someone asks me “So what do you do?” I don’t automatically say, “I have a small business designing and manufacturing contemporary lighting.” Sometimes I say that I drum or that I’m supporting projects that are hopefully helping the planet; other times I say I’m just not sure. I’m much happier now discovering sides of myself unrelated to work.

— R.D. •

## What Do You Do

...When Someone Asks You “What Do You Do?”

If you don’t work for a paycheck, don’t have a simple job title, or feel awkward letting people know you are wealthy, answering the simple question, “What do you do?” can be a challenge. Here are a few time-honored ways to deal with that insidious question:

- a) Avoid the question: “Oh my god, do you smell smoke? Let’s go look!”
- b) Proclaim the obvious: “I’m a civilian.”
- c) Act as if it were still the ‘60s: “I do whatever I feel like, man!”
- d) Lie: (In the heat of summer) “I’m a ski instructor.” (In January) “I’m a roofer.”
- e) Fudge: “I got some money from my family, and am taking time off to write children’s books.” (They don’t need to know it’s \$2 million or that your “time off” has been 5 years now and you’ve never been published.)
- f) Tell a partial truth: “I coordinate volunteers at the shelter.” (So what if it’s unpaid and only 5 hours a week?)
- g) Tell more truth than they want to hear: “Well, I really wear many hats. For a while I was in engineering school, but then I dropped out and opened a chain of pizza parlors. That made so much money I never have to work again, so after a year in Bali I opened an import/export business plus offered my psychic services free...” [This option is not recommended for CIA agents.]

Of course, there are additional ways to deal with your discomfort about “what do you do?” Perhaps the most powerful (if not the easiest) is to become totally comfortable with your own choices. The more your spending, earning, and work life are in alignment with your values, the more relaxed you’ll probably be about the question.

You might embrace talking about money as part of your work in life. Talking openly about who you are can help open up dialogue among people of different class and financial backgrounds. It can even be *fun* to break taboos and talk with people about provocative money topics.

And remember: You may benefit from an unjust system—but you didn’t cause it—and your individual choices alone won’t turn it around. But you can add your energy to the work of countless people and groups working toward a more equitable society. Together, we can move toward a world where all people have enough and everyone has the freedom to pursue meaningful work. •

## College Head's Sabbatical: 2 Months at Menial Jobs

by Israel Shenker

*The following article appeared in the New York Times on June 10, 1973.*

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Dr. John R. Coleman, president of Haverford College outside Philadelphia had repeatedly complained that the educational process kept people in lockstep from infancy to Ph.D.—and then some.

At age 51 he took his words to heart and broke step, leaving Haverford this last semester on a sabbatical. Determined to leave his customary life far behind, resolved to get a variety of hard work experiences, he began on Feb. 9 as a farmhand in his native Ontario. Up at 4:30 each morning, working 13 hours a day in milkshed and barns, he toughened himself for his succeeding jobs as ditch digger, dishwasher, quick-service counter-man and garbage collector.

“I wanted to get away from the world of words and politics and parties—the things a president does” Dr. Coleman explained in an interview. “As a college president you begin to take yourself seriously and think you have power you don’t. You forget elementary things about people. I wanted to relearn things I’d forgotten.”

...[H]e landed a job [in Atlanta] beginning Feb. 16 for \$2.75 an hour, with First Utility Corporation...digging ditches for sewers and water lines. Struck by his own ineptness with his hands, he slogged on, meanwhile absorbing a litany of working obscenities from his mates.

Since Dr. Coleman happens to be chairman of the Federal Reserve Bank of Philadelphia, he quit his ditch digging job on March 2 to preside over the bank’s monthly meeting. When he looked at the other members of the board, he could not keep from feeling there was something unreal about them all.

The next day he was in Boston... feeding dimes into a pay phone, trying

unsuccessfully to land a construction job. He finally found work in Stuart’s Cafeteria in South Boston as a porter-dishwasher. Within an hour the boss put \$2 in his hand and discharged him, saying, “You won’t do.”

“I’m an academic, so I naturally wanted to know why,” Dr. Coleman said, recalling the incident. “But he wouldn’t give any explanation and I was out on the street. I’d never been fired and I’d never been unemployed. For three days I walked the streets. Though my children’s tuition was paid, though I had a salary and a job waiting for me back in Haverford, I was demoralized. I had an inkling of how professionals my age feel when they lose their job and their confidence begins to sink.”

He struggled to keep his spirits up, explaining to prospective employers that he was “in sales....” He applied for a job as a kitchen helper in an electronics plant next door to the M.I.T. building where he had been a professor for 20 years earlier and was turned down. He tried a nursing home and a country club, enduring the snubs of those in authority.

On April 6 he got a job for \$2.50 an hour, six days a week, on a garbage truck.... As he picked up garbage he would call out cheery greetings to the local residents, but few replied. Most pretended he didn’t exist.

In the diary he was keeping he noted his thoughts about American class consciousness and he also elaborated a sketchy sociology of suburban trash-leaving habits.

When Dr. Coleman left Haverford he did not tell his staff where he was going or why. If there were urgent messages, they were to be left with his son, a freshman in the dorms.

Since his return, some faculty and staff members have heard about what he was doing.

“There must be people who think this is the craziest thing they ever heard of, but I’m the better for it,” he said. “...it was answering to my heart and head. •

“Since Dr. Coleman happens to be chairman of the Federal Reserve Bank of Philadelphia, he quit his ditch digging job ...to preside over the bank’s monthly meeting.”

Employed  
Americans spend  
163 hours more  
per year on the job  
than they did in  
1969.

—Juliet Schor,  
*The Overworked American.*

#### Are You Working Too Much — or Not Enough?

...It all depends on your frame of reference. The 40-hour work week is a modern American concept. Many European nations consider full-time employment to be 36 or fewer hours per week, while in the 1800's, factory workers usually worked 60 or more hours a week. And some anthropologists believe there have been tribal cultures where adults work an average of only ten hours a week to meet all their basic needs.

More than Money

## Working by Choice

### Challenges and Opportunities

Many of you reading this newsletter are in a very unusual position—you don't need to be paid for your work. You may have sold a business or received a settlement or an inheritance. Or perhaps you are well supported by a spouse or have saved up substantial assets over many years. Whatever the reasons, you now could live (for a few years... or for the rest of your life) without earning more.

Obviously, freedom from financial pressure can be a great blessing, bringing with it many wonderful opportunities. But from our interviews, we've gleaned that this freedom can also bring emotionally-charged questions and practical challenges, especially for people concerned about economic injustice. As these challenges are rarely acknowledged or discussed, we thought it would be useful to name both a few of the dilemmas and ideas we've heard about resolving them.

#### If You Choose to Work Without Pay

...it can be challenging to claim this as a legitimate choice and to feel good about your unpaid accomplishments. What might help:

- \* Get clear that you don't need money, practically. Determine your current income, assets, and expenses as clearly as you can. Project future expenses. Consider whether you would be better off (in terms of your financial and psychological needs and values) with paid work. In other words, make this choice with your eyes open.

- \* Society says it's what we do for money that counts. You are blazing a different path. Figure out how you want to describe your unpaid work to others, and do so proudly.

- \* Make your "volunteer" work as satisfying and worthwhile as you can. Add structure, support, and affirmation as needed into your daily life. If you are working as much as part-time or full-time staff, ask for an unpaid staff position.

- \* Decide whose respect you really want and whose opinions you want to let go of. You're not going to please everyone. Arrange for positive feedback from those whose opinions count.

- \* Give yourself ample credit for the skills you use in your unpaid work. Tell your friends what you are enjoying and what you are proud of in your work.

- \* Keep track of the hours you work. Some people work extra long hours out of guilt and justify it by saying how enjoyable or how important the work is.

- \* Make a list of your goals. If you meet your work goals while your personal goals languish, take some time off to take care of your other priorities.

- \* Build confidence that you could make money if that was your choice. For instance, apply for some paid jobs and get offers. Or talk to people who have paid jobs that appeal to you and imagine yourself taking similar steps to get there.

#### If You Decide to be Paid for Your Work

... it can be challenging to feel good about your compensation and to keep a sense of perspective about the importance of money. What might help:

- \* Validate your choice to be paid. There are many reasons to get compensation besides paying bills: to increase the legitimacy and respect you gain from others; to increase your self-confidence and lessen your reliance on accrued assets; to have more money to play with, give to friends, invest in exciting projects, or whatever.

- \* Take time to consider whether you (and the world) might be better off if you devoted yourself to unpaid work. In other words, thoughtfully choose to work for pay (or not) rather than earning money by default.

- \* Get a clear sense of what the "market rate" is for your skills and experience. Ask others; do some research. Then ask yourself if being paid market rate is really the right choice for you.

continued

\* If you don't need the earned income for your daily needs and comfort, allow yourself to imagine creative alternatives to "standard" pay. If you are working with low-budget organizations struggling to do great work in the world, you might work for less than market rate or donate your salary (openly or anonymously) back to the organization. Or use your salary to fund another staff position. If you are working with high-budget organizations, you might advocate receiving market-rate compensation, and then donate your salary to shoe-string groups you care about.

\* To keep perspective about the importance (and unimportance) of money, try validating the value of your unpaid work (e.g., as friend, parent, neighbor.) Talk about this work with others, in the same way you might discuss your paid activities. Honor the value of the unpaid (or less well-paid) work done by others. Notice and contradict prejudiced comments which equate people's earnings and job status with their human value.

\* Examine your habits of spending money to see if your self-esteem is dependent on earning money so that you can turn around and spend it right away.

Some people buy more books than they could possibly ever read to help compensate for feeling stupid. Others buy clothes to alleviate self-inflicted messages that they are unattractive. People who grew up poor or deprived sometimes feel the need to spend money to prove to themselves worthy. Work and money can become a method for propping up self-esteem. Toss out the unrealistically high standards of how people "should be" perpetuated by the media and other institutions in our society.

### In Conclusion

Whether you work for money or not, in our society so much emphasis is placed on how much money you earn, that your pay (or lack thereof) is bound to affect your feelings of self-worth.

Those of us with financial freedom have a special opportunity to disentangle from this social pressure and to help others untangle from it, too. In doing so, we can help build a world where people's work is valued for what it contributes, not for the money it brings. •

## Resources

### Books & Newsletter

***Invisible Careers: Women Civic Leaders from the Volunteer World*** by Arlene Kaplan Daniels (U. of Chicago, 1988.) *Invisible Careers* is a study of wealthy women who actively volunteer in board rooms, soup kitchens, city hall, and everywhere in between. Includes insightful quotes from respondents about their values, aspirations, and challenges.

***Idle Hands and Empty Hearts: Work and Freedom in the United States*** by Neala Schleuning (Bergin & Garvey, 1990.) This critical analysis includes the history of work, the social structure associated with work, and a four-part section on making work more meaningful. Thoroughly researched with an extensive bibliography.

***Talking to Yourself: Learning the Language of Self-Support*** by Pamela Butler, Ph.D. (Harper & Row, 1981.) This book is for people who find themselves with negative internal dialogues. Provides a straight-forward method for listening to your inner messages in a way that promotes growth and self-esteem.

***Teamworks!*** by Barbara Sher and Annie Gottlieb. (Warner Books, 1989.) Step by-step, how to create an effective support team that can help you make your dreams a reality.

***The Joy of Not Working*** by Ernie J. Zelinski. (Visions International Publishing, Edmonton, Alberta, 1991.) Amusing, impassioned, and practical treatise on how to enjoy more leisure. Order from the author at (403) 436-1798.

***National Committee on Pay Equity Newsletter***. A coalition of labor, women's and civil rights groups. Contact NCPE, (202) 331-7343.

### Bulletin Board

#### Connections:

Want to connect with other More than Money readers? We are glad to print brief notices.

More than Money reader, age 40, with children, inherited wealth, and money from business, seeks conversation (perhaps at a potluck) with other MtM readers in southern Maine to trade stories, seek common ground, fly higher. Doug Malcolm (207) 772-3245, FAX (207) 772-3538.

Young activist seeks people in their 20's for donor activist support group in Northampton or Boston areas. Marci, 22 Butler Pl., Northampton, MA 01060, (413) 586-4313.

#### Seminar: "Wealth and Part-Time Work"

Tuesday, April 19, 1994.  
Sponsored by Resourceful Women in San Francisco.  
Call 415-431-5677  
for details.

# How Much are You Worth?

## Separating Your True Worth from your Net Worth

In our society, so much emphasis is placed on how much money we learn that, like it or not, our pay tends to affect our feelings of self-worth and our judgments about the worth of our work.

Let's say you don't need to be paid for your work—you are retired or sold a business, or have an inheritance or get money from your spouse or parents, and you could live (for a few years...or the rest of your life) without earning more. Maybe you are earning money anyway, perhaps a lot of it. Maybe you've chosen not to work for money. In either case, how can you separate your paycheck from your self-esteem?

### *For those Who are Not Paid Money for their Work*

The challenge may be to feel confident about yourself and proud of your work. Steps you might take include:

\*Get clear that you don't need money, practically. Determine your current income, assets, and expenses as clearly as you can. Project future expenses. Consider whether you would be better off (in terms of your financial and psychological needs and values) with paid work. In other words, make this choice with your eyes open.

\*Redefine work. Society says it's what we do for money that counts. You are blazing a different path. Claim the time you spend doing things people get paid for (or should get paid for) as your work. Figure out how you want to describe your work to others.

\*Make your "volunteer" work as satisfying and worthwhile as you can. Build in whatever daily systems of structure, support, affirmation you need. If you are working as much as part-time or full-time staff, ask for an unpaid staff position.

\*Decide whose respect you really want and whose opinions you want to let go of. You're not going to please everyone. Arrange for positive feedback from those whose opinions count.

\*Give yourself ample credit for the skills you use in your unpaid work. Tell your friends what you are enjoy and what you are proud of in your work.

\*Build confidence that you could make money if that was your choice. For instance apply for some paid jobs and get offers. Or talk to people who have paid jobs that appeal to you, and imagine yourself taking similar steps as they did to get there.

### *For those Who are Paid Money for Their Work*

The challenge may be to determine what compensation you want, and to keep a sense of perspective about the importance of money. Steps you might take include:

\*Get a clear sense of what the "market rate" is for your skills and experience. Ask others; research. Validate your right to be paid, even if the money won't go to pay bills. To be seen as a legitimate and "normal" worker, to know your work is respected, to increase your options by increasing your assets (including the option to give more away)... these are among the reasons many people who have more than enough want to earn more.

\*Ask yourself if being paid market rate is really the right choice for you. What affects your decision? Ask yourself challenging questions. Allow yourself to imagine creative alternatives to "standard" pay. Consider whether you would be better off working purely at what you want to do, without pay.

\*If you don't need the earned income for your daily needs and comfort, allow yourself to imagine other creative uses for it.

\*Validate the importance of your unpaid roles (e.g.. friend, parent, neighbor) and the value of the unpaid (or less well-paid) work done by others.

## BolderGiving Resources

Available at [www.boldergiving.org](http://www.boldergiving.org)

### Story and Video Library

Over 100 brief vignettes of extraordinary givers from across the economic spectrum. These Bold Givers have committed at least 20% of their net worth, income, or business profits toward making a better world.

### Bold Conversation Series

Monthly teleconferences and online chats offer an informal chance to interact and learn from Bold Givers.

### Explore Your Giving Potential

An invitation to explore in the coming year ways to become more bold in your own giving, and to take the next step that's right for you.

### Give Half Pledge

Bold Givers, be counted! This pledge is for people of all financial levels who commit to giving 50% -- of income for three years or more, of business profits, or of net worth.

### Bolder Giving Workbook

Through articles, exercises, and stories from outstanding givers, this workbook offers step-by-step guidance for people exploring their lifetime giving potential.

### We Gave Away a Fortune

This award-winning book features stories of sixteen people who gave 20% or more of their wealth and highlights common themes among them.

### More Than Money Journals

Explorations of the impact of money in our lives. Each 16-32 page issue includes personal stories, articles, and resources. Available in three different formats: free pdfs of each issue, print-on-demand books that compile 5-7 issues by theme, or separate articles you can browse online. (*See list of 40 back issues in right column.*)

## More Than Money Journals

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### Lifestyle, Spending & Investing

- # 4 How Much is Enough?
- # 8 To Spend or Not to Spend
- #15 The Human Side of Investing
- #25 Working with Financial Professionals
- #27 Lifestyles of the Rich and Simple

### Children and Inheritance

- # 9 Money and Children
- #24 What Are We Teaching our Children?
- #32 The Great Wealth Transfer
- #33 Embracing the Gift
- #39 Money and Children

### Relationships

- # 1 Money Between Friends
- # 5 Money and Couples
- #17 Cross-Class Relationships
- #30 When Differences Divide
- #37 Money and Community
- #40 Money and Relationships

### Money and Identity

- # 3 Money, Work, and Self-Esteem
- # 7 Money and Spirit
- #14 Young and Wealthy
- #18 Art and Money
- #19 Women, Money, and Power
- #22 Money and Death
- #36 Money and Work

### Money and Values

- # 6 Outrageous Acts with Money
- #11 Embracing our Power
- #28 Who Knows You're Rich?
- #29 Money Changes Everything
- #31 The Everyday Ethics of Wealth
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- #38 Money and Happiness

# **BOLDER GIVING**

**Give** more. **Risk** more. **Inspire** more.

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