Discovery of Our Natural Talent

By Captain Bob Webb

We all came into this world to fulfill a purpose which is based on our natural talent. It is up to us to discover what it is and find ways to develop it.

This is the secret of highly talented people.
Discovery of Our Natural Talent

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Overcoming barriers
Thinking outside the box

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The American Dream

The American dream is based on freedom of thought and opportunity. Everyone is inspired with a great idea from time to time, but people who developed it had opportunity. If they did not have opportunity at the time, they found it. The search for opportunity requires expanding skills that have value to someone else. This leads to support directly or indirectly. Once a dream is recognized to have value, everyone wants in on it. At this time opportunity comes to us. This is capitalism in action. This is why the United States is the world’s economic leader, freedom to pursue a dream and fulfill it.
Natural Talent Basics

My experience
From the time I can remember I was in constant conflict with my parents and the formal education system. They were trying to make me fit their image of what was socially acceptable. At that time I did not understand my rebellion, all I knew was I had no interest in their goals for my life. At the age of 19 I was in the Marine Corps where I was assigned to a maintenance machine shop. At this time I discovered I had strong mechanical ability, creative skills, and loved working with my hands. During combat training I discovered I loved high risk activities. From this time on with discovery of my true self I found opportunity beyond my wildest dreams. I was motivated and employers recognize that.

Overview
When we were born, we came with a seed of specialized talent. Our body grew because of nourishment supplied by our parents. The seed of specialized talent will only grow with associated opportunity. Young people that have training opportunity associated with their natural talent are considered highly talented or very intelligent. Their skill development is in harmony with nature. For example: Athletes that make it to the Olympic Games usually discovered their talent at an early age and had opportunity to develop it. Their talent became a passion that drove them to enhance it. Olympic winners worked harder and were more creative than their competitors. This process is true for any skill.

Discovering our natural talent is a problem for many of us. There are many reasons including our social circles that seem to dictate what our interest should be. Exposure to experiences is the key to discovery. When an experience is in harmony with our natural talent we are motivated and want to learn all we can about it. The next task is to set a goal. Goals find opportunity.

Divine Inspiration
Goals of achievement that seem to be beyond are ability sometimes find support with the Divine Universe. It is the connection to this source that helps us achieve goals beyond our wildest dreams. First we must understand that God is the creator of all knowledge and developer of laws. He created laws of physics that guided the creation of the physical universe. Then He created the laws of biology that guided how life was created. Man was created with a free will that required laws for relationship. Along with this free will, God gave man access to His universal knowledge. He created laws on how to access this knowledge; that is what this document is about. Knowledge is passed onto us by Divine Inspiration through the development of visionary intelligence and intuitive guidance. It all starts with discovery of our natural talent, a goal, and a passion to develop it.

Limits
Goals related to greed such as numbers, money, power, and influence are NOT goals; they are rewards only for achievement. Level of achievement is measured by the quality of our service to others.
Steps to Fulfilling Our Natural Talent

Exposure to ideas leads to research

Research leads to self-education - a life long passion

Self-education leads to self-discovery of our natural talent

Discovery of natural talent is the power that motivates us

Motivation leads to a love-to-learn

A love-to-learn inspires us to develop a dream or goal

Implementing a goal leads to opportunity

Opportunity leads to failure and bouncing back until we get it right - developing persistence

Getting it right opens doors to opportunity beyond our wildest dreams

We are aboard the ship that carries us to our dream of personal achievement
Self-discovery

The first requirement is to discover who we are. Our natural talent is the key to self-discovery.

- A person that has the talent to be a lawyer will not make it as a welder. A person that has the talent to be a welder will not make it as a lawyer.
- A person that is labeled smart, intelligent, talented; their skills are in harmony with their natural talent.

Students in public schools that earn high grades, their natural talent is in harmony with the education system. Students that fall through the cracks, their natural talent is in conflict with the education system. These students need opportunity to discover their natural talent in a different learning environment. Project based education is focused on physical projects where the goal is to create and complete something. Having success with a physical object inspires confidence and may lead to discovery of natural talent.

For most people, self-discovery of natural talent is difficult because we don’t know what we are searching for until we find it. The problem for many is they live in a limited opportunity environment. The best way to overcome this is to support service organizations or engage in self-motivated projects. Exposure to new experiences creates opportunity to discover natural talent. When found, a passion to learn more is motivating, it becomes a driving force.

Boy Scouts of America has an advancement program called “Eagle Scout.” This is a project based program where the scout must complete at least 21 merit badges from the 120 offered. By selecting the ones that have the greatest appeal, he is sure to find a topic that motivates to a very high level. That would be related to his natural talent. Future education would be based on this. This is self-discovery of natural talent which is the foundation to personal achievement.

For some, their natural talent is evident at a very young age because of their persistent playtime activities.

With the discovery of natural talent, self-education becomes a lifetime event.
Self-education

It is possible for man to educate himself without help or support from others. In fact, when we learn the art of self-education (learning how to learn versus how to be taught) we will find, if not create, opportunity to find success beyond our wildest dreams. Self-educated people are not dependent on others for knowledge. If they need a specialized skill, they know how to acquire it without dependence on authority. Unknowingly, people are promoted by their ability to learn new skills fast. Bosses may not recognize how people learn, but they do recognize the results. People, who know how to educate themselves have choices, they have the ability to advance in any endeavor.

There are many ways to acquire a skill that has value to someone else. Everyone is unique and this uniqueness has value, but only the individual can explore and discover what that uniqueness is. People who do not depend on authority for guidance can start now. People, who want someone to show them the way, may never get started. Dependency on self to develop skills is a powerful skill in itself. This is the tool of super achievers.

Something to consider:

- Self-education supports what motivates us
- Lifetime love-to-learn is a never ending expansion of skills
- Knowledge leads to expanded opportunity
- Opportunity leads to development of dreams
Establish Your Dream

If we want opportunity, we must first have a dream. Without it, it is guaranteed nothing will happen. With a dream there is a chance. There are things we can do to increase the chance of making a dream come true.

All young people have a hero. Very often our hero is an extension of our natural talent, based on, we wish we had opportunity similar to theirs. This wish needs to be turned into a passion. To do this, we must research and learn all we can. The more we know about a subject, the more we want to know. This is research and it cost nothing in the early stages.

Support Your Dream

Daydreaming is a powerful motivating tool. What we think about all day is what we eventually become. Fantasizing our desired lifestyle strengthens the motivation to overcome barriers needed to carry it out. If our dreams are not supported by family and friends, we have to find support from other sources. Socializing with people with similar interest is a powerful motivator. On a personal level, debt problems is a barrier. We are forced to think about them instead of our dream. A way needs to be found to stay focused on our dream.
Establish Your Priorities

You have an idea; does it fulfill a dream and does it motivate you? Is your goal to provide a service or get-rich-quick? Everyone wants more money and the only way to get it via personal achievement. The skills we have, have value to someone else. If we want more money for our time, we have to develop skills to where they have more value to someone else. As a teen we have no skills other than someone who can do simple task and follow orders. If we want above average income, we have to expand our skills. To what level is up to us.

Our priorities effect our decisions. If money has priority, we buy lottery tickets. There is no way to learn how to buy a winning ticket; it is all luck. If developing a skill has priority, we will use what resources we have to achieve that goal.

Money, power, influence are not goals, they are rewards only for personal achievement.
Changing Our Environment

If our social circles reject our dreams we need to find a new social environment. This may require moving to a new location or finding new friends. People in the United States support visionaries more so than any place on earth, this is why we are technology leaders. There are big dreamers in every society, but in many cases their social environment will not support them. There are social circles that support people with big dreams. For example; if you live in North Dakota and have a desire to be a country singer, a singing career may not go very far there. Nashville, Tennessee is where singers are recognized and promoted. Changing our environment will change possibilities of success.
Develop Persistence

Persistence is a burning desire that pressure us to keep bouncing back when things go wrong. We try again, but in a different direction. A burning desire is the result of active fantasizing, it plants a powerful motivating force into our personality. Persistence overcomes all self-imposed limits. It has powerful potential, because, to succeed, persistence pressures us to be the best we can be.

Developing persistence is different for everyone. Sometimes a dramatic experience inspires a personal need and more information is needed. Trying to understand leads to research, action, and/or opportunity. A dramatic experience is highly motivating.

Many are inspired when learning about someone’s achievement. Famous people, in sports and movies, for example, discovered their natural talent, found learning opportunity related to it and the rest is history. To become famous, their success required persistence to overcome setbacks. Their skills may have been easy to master compared to others, but they still had to develop them to a professional level. They experienced failure and bouncing back which is a learning tool. Their persistence landed them in the success zone.
Bouncing Back from Failure

Do you see the possibilities of an idea, project, or goal? Are you experiencing barriers that prevents fulfillment? With every idea, there are barriers, hundreds of them, if not more.

If you vision something that is different from everyone else, you have an idea that few have considered. How do you tell good ideas from bad ones; research? As a rule, few will support an original idea until there is sufficient evidence that it is practical. Even when proving its possibilities, people may reject it. Forty years after the light bulb was invented, some people still rejected it. To prove the concept, skills and resources must be acquired while everyone is telling you the idea won’t work. This is a very difficult barrier to overcome. You see the possibilities and potential of a project while everyone else sees the risk and barriers. Also note; there is no success where research, facing up to pros and cons, is not extensive. Evaluate negative opinions and make adjustments when necessary. Negative opinions may be a red flag that something is not right. The original concept of the light bulb was considered a dumb idea, because everything burns up in a short time.

Negative opinions can discourage one to give up. For this reason, it becomes necessary to limit exposure of the project to people who can help, even if they disapprove. Even a support group may not see the potential until you succeed. When you do succeed, others will no longer see the barriers, they will want to know how you did it.
How I Discovered My Natural Talent

By Bob Webb

My story begins in Summit, NJ, at the age of sixteen, where I am sitting in a classroom starring out windows. Out of the first window I could see myself exploring the jungles of South America searching for gold, I could see myself drifting down the Amazon River on a raft. Through the next window, I could see the bow of my sailboat plowing through the towering waves, heading toward the South Pacific. I could see myself on a white sand beach chasing girls.

Then BANG! The teacher's yardstick hitting my desk brought me back to the real world where subjects did not relate to my interest and dreamers are related to dummies. In a loud voice the teacher said, "You are a failure! If you don't pay attention you will continue to be a failure!"

When the bell rang, instead of going to the next class I walked out of school never to return. I was tired of being called a failure. Right or wrong, I took charge of my future. When I left school I carried the single most important element for success... A DREAM.

In my early teens I read the book \textit{Kon-Tiki}. This is a story about six Norwegians sailing a raft across the Pacific Ocean. Their adventure inspired my dream of duplicating their raft voyage. As a teenager with normal parents, a dream like this was considered ridiculous, but the \textit{Kon-Tiki} dream turned me on. I wanted to know more about the ocean world and how it could be challenged.

During the next few years I joined the seas scouts, read boating magazines, studied nautical books, and went to boat shows. Unknowingly, I was learning the art of learning how-to-learn, self-education, a learning technique that would follow me the rest of my life, a learning technique that would bring me success and make my wildest dreams come true.

Opportunity is attracted to people with a dream. They are the first to be hired, first to be offered opportunity, and first to be promoted. Bigger the dream the faster doors open. WHY? People with a dream act differently than non-dreamers, they develop an attitude that radiates energy; they have a sense of purpose and meaning to their lives. Radiant energy is an attitude that bosses like and to which they offer opportunity. This is how the impossible becomes possible.

At the age of nineteen, during the Korean War, I was in the Marine Corps and in Japan. On my first day of duty an officer told me, "You are a machinist and will be in charge of the machine shop, there is no one to help you." When I opened the doors I had my first look ever at a machine shop. In the shop was a short instruction manual titled "How to Run a Lathe." When a job came in I followed the manual's instructions and was surprised at my ability to complete assigned tasks. The Marine Corps experience launched my machinist career.

When I was discharged from the Marine Corps I decided people were right; my wild teenage dream was ridicules. Real people do not drift across oceans on rafts. I am now an adult, I should
think and act like one. The raft dream was dead. For the next five years my life went nowhere, my ambition, hope, dreams were gone. Something else was gone — opportunity that came during my earlier years also dried up.

One day I dusted off the *Kon-Tiki* book. My dream jumped off the pages and came to life. I said to myself, "I must find a way!" Two years later I was in Hawaii and learned how the Polynesian people populated the Pacific Islands in dugout canoes 1,000 years ago. My dream was changed from drifting across the Pacific Ocean on a raft to sailing the Pacific Ocean in a dugout canoe. At this time opportunity came back and fast.

I helped crew a 36-foot sailboat from Hawaii to California. This provided my ocean sailing experience. Next, I was hired by the Panama Canal Company, Panama as a machinist. Soon my supervisor asked me to attend hard-hat diver school at company expense. With this skill money was no longer a problem.

A short time later I was living on a beach in Tahiti building a 40-foot Polynesian double-hull boat named *Liki Tiki*. The hulls were built by Choco Indians in Panama and shipped to Tahiti. I built the boat according to popular theory and information supplied by the Bishop Museum in Honolulu. Three days at sea convinced me the double-hull theory was wrong. The two hulls worked against each other and would soon breakup.

Back in Panama I took the problem to the Indians in the Darien Jungle. They said, "Outriggers is what works." I then succeed in sailing a 36-foot dugout canoe with outriggers, named *Liki Tiki Too*, from Panama, 5,000 miles, to Hawaii.

Back at the Panama Canal Company I learned five computer languages and became supervisor of the computer department. I became Captain of the Canal Zone's training schooner *Chief Aptakisic* on which we took a group of teenagers to New York City on a summer cruise. My wife and I spent three years sailing the South Pacific Ocean in our own 50-foot sail boat, *Hunky-Dory*. Opportunity came my way because I could educate myself, was motivated, and did not let a wild teenage dream die.

Bob and his wife Joan aboard *Hunky-Dory* in the Tonga Islands in the South Pacific.

This was another teenage dream. It took 40 years to come true which is better than not at all.
Natural Talent and Education Opportunity

Understanding the ability to turn information into knowledge is extremely complex. The charts that follow may help you understand why some people comprehend information easy while others find it almost impossible. With a visual picture it becomes clear the connection between learning environments and natural talent. Discovering our natural talent is essential to selecting a professional skill we can succeed at. Employers are looking for employees whose natural talent is in harmony with the assigned tasks. These charts can help students and employers understand the link between natural talents and needed skills.

Learning Personality

Every individual not only has a social personality that is different from everyone else, each of us has a learning personality that is different from everyone else. Our learning personality is the combination of natural talent, personal interest, current opportunity, social environment, character, motivation, and how the brain processes information.

People, whose learning personality is in harmony with their social environment, are considered highly intelligent. People, whose learning personality is out of harmony with their social environment, are considered to have low intelligence. Everyone wants to be considered intelligent and will seek social environments that will give them that feeling. This is why some strive to be a CEO while others accept a self-destructive (criminal) lifestyle.

Using the Chart

The chart compares academic and mechanical learning personalities, because they are opposite. As a rule, people who have strong natural talent in one are weak in another. The artistic personality in this article represents other talents. Very often artistic talented people have limited ability in academic and mechanical skills, so they would have the same academic education problems that mechanical talented people have.
How Information is Turned Into Knowledge

Divine Inspiration is the source for visionary intelligence and intuitive guidance.
Chart Elements

The Brain
The top right part of the chart represents the brain and how it processes information with natural skills. It recognizes that every individual has talents that work at different efficiencies. Highly efficient people have education and employment opportunities that are in harmony with their natural talent. They may have found the combination by accident or by design. People cannot rely on accidents to find what works for them; they need opportunity to discover their natural talent.

The Processing Bin
The processing bin controls the level of emotions, ambitions, influence, interest, and motivation. If these attributes are positive, they can compensate for lack of opportunity and abilities. A goal that motivates can overcome all barriers. With persistence, all natural talents will grow and become more efficient.

Without positive attitudes in the processing bin, current natural talent and ambition could fade away. Buying a lottery ticket is a symbol of wishful dreams. There is no way to learn how to buy a winning ticket.

Learning is a lifetime process that is controlled by the processing bin.

The Collection Bin
We are constantly exposed to information through lectures, observations, and experiences. What is received is processed and sent to the brain. Motivated people are in the habit of searching for information that is in harmony with their natural talent, which is their primary interest. Many people do not know what their natural talent is or they are under the impression they have none. When they apply for a job, they say they can do anything, whatever that means.
Learning Opportunity versus Learning Personality

The charts below compare learning opportunity with natural talent. Each represents a learning personality. This will help you understand why some people excel in the formal education system while others are in conflict.

The formal education system is academic based, designed for the academic learning personality. The gray triangle represents academic learning opportunity. The gray bar represents natural talent. This ability is measured and compared to every other student in the class and school. Other skills are offered and considered optional. Because learning opportunity and natural talent are in harmony, this student is labeled most likely to succeed.

This chart represents the mechanical learning personality, attending an academic based education system. There are very few classes available that would challenge the strong mechanical talent, as represented by the green bar. Because of low academic ability, they are not allowed to take mechanical courses, topics they could excel at. This student will be labeled a failure and self-fulfilling prophecy will prove everyone right.

This is a blue-collar social environment where mechanical learning opportunity is offered to the mechanical learning personality. If the above student were in this learning environment, they would discover the natural talent and excel beyond their wildest dreams.

At one time non academic trade schools were very popular. Because they did not offer academic subjects and measure results by them, the federal government would not give them financial support. They had to shut down.
This academic learning personality is in a mechanical learning environment. They quickly realize this is not for them and leave. There are plenty of learning opportunities that are in harmony with their ability.

Some academic learning personalities acquire a blue-collar trade. As a rule, they do not advance. Then there are those that advance because of their excellent report writing abilities.

This mechanical learning personality is out of the education system, having never discovered their true capabilities. The education system labeled them a failure and they believed it.

There is a shortage of skilled craftsmen in our society and there are people on the street that can fill this need. The education system did not give them opportunity, because they did not meet academic standards. Many blue-collar skills do not need a high level of academic ability.

Once a professional skill is mastered and basic needs are met, many people no longer have a desire to learn. Their potential dies and they become depend on the status quo. With today’s fast changing technology, this is a disaster.

Then there are people whose desire-to-learn is turned off before developing a professional skill. Very often, this is the result of self-fulfilling prophecy developed with labels in the classroom.
A love to learn is the result of learning how to learn, knowing how to educate themselves versus how to be taught. Over time, weak natural talents become strong and the strong become even stronger. Just because a person had problems learning math and English as a teenager does not mean they will have the same problems in their thirties. With exercise, our learning capacity increases.

In blue-collar industries, employers have trouble finding employees with the skills they need. The problem starts with student selection in trade schools and technical colleges. Applicants are given academic test and the results must meet these standards before they are admitted. As a result, accepted students have strong academic skills and mild mechanical skills. The skills employers are looking for never get into the system.
Visionary Intelligence

The discovery of our natural talent and developing it is the key to above average intelligence. Visionary skill is a natural talent. When developed, these people are considered a genius, because their concepts are unique. Visionary concepts are received via inspiration and enhanced by viewing them from different perspectives. The following chart list elements that enhance visionary intelligence level.

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Education skills and intuitive connections work together to inspire new ideas.
Explanation of terms

- **Education skills** refer to how we learn after formal education years. It is a skill of learning how to learn versus learning how to be taught or how to take tests.

- **Inspiration** is an idea, concept that comes and goes, sometimes in a flash. Recording it on paper makes it permanent.

- **Destiny** refers to intuitive guidance, an influencing power that has us at the right place, at the right time where opportunity is offered. It supports our goals. This guidance will last for months or years until our goal is reached.

- **Barriers:** Lack of opportunity and limited freedom are barriers to innovation and personal achievement. Common barriers are imposed by government, social circles, and relatives. There are areas where groups of people are free of barriers and have freedom to express opinions and ideas; they are the innovators and technology leaders. Silicon Valley, California, USA is one of many.

**What is visionary intelligence and intuitive guidance?**

When we are searching for solutions to a problem; potential answers pop into our head or opportunity presents itself. Sometimes we wonder where it came from, especially if we were at the right place at the right time where opportunity was offered. In that case we think that someone was looking out for us.

Visionary concepts come in the form of inspiration; this is our communication link. The quality of this link is depended on the quality of our research related to what we are searching for. Inspiration supplies the unknowns. People with strong links are considered to be a genius, because of their unique ideas. Quality of links is also strongly dependent on our social circles which limit us to consider concepts that are acceptable to our social connections. For this reason many visionaries move to the United States where they have freedom of expression.

Intuitive guidance supports our dream or goal when in harmony with our natural talent. Without a dream there is no support.

When seeking a goal beyond our reach, intuitive guidance will help us get there. Belief in God is a powerful motivator that inspires us to fulfill a purpose. Our purpose is related to our natural talent which works in harmony with intuitive guidance.

**Where does visionary intelligence and intuitive guidance come from?**

1. **Retrieved from our current knowledge:** We come to conclusions based on our past experience, education, or inspired by someone else.

2. **Inspired by God:** All original visionary inspiration originate in the Divine Universe.
The Visionary Organization

People, that have a love-to-learn, are attracted to organizations that give them responsibility. All lines to expanding knowledge are connected; the organization is in a continuous learning mode. Change is embraced because it offers opportunity. These organizations are the technology leaders in our society. Google Inc. is an example. They have a leadership style that attracts visionaries and inspires ideas.

In the typical workplace, elementary problems are dealt with by the people affected by them, preventing their growth into a time consuming event. Leadership stays focused on current needs, new ideas, and advancing technology.

When leadership is based on worker responsibility, employees have opportunity to learn the skills that accumulate wealth. Employees that know how to accumulate wealth use their skills to increase the wealth of their organization. It is an upward spiral for all. This does not happen in a command-and-control leadership environment.

This chart illustrates how knowledge and information flows from all levels of the workforce under visionary leadership. Different opinions causes debate, sometime violent, but this leads to quality decisions. This is how high quality ideas are developed.
Elements of the Visionary Organization

21st century workplace leaders are visionaries with the ability inspire and motivate. They are not only product visionaries; they are leadership visionaries who invent entirely new ways of organizing human effort.

Wal-Mart stores, Southwest Airlines, Google.com, and Amazon.com are examples of 21st century leadership. They are fast growing which means they need a continuous supply of new employees that meet their unique requirements. The basic requirement is natural talent. There is one problem with this; most people do not know what their natural talent is or their true capabilities. They can only discovered it through opportunity. This requires employees to be offered opportunity at all levels, not just staff, to discover what they are.

Why natural talent?

In the entertainment and sports world, what makes performers popular? It is natural talent that is developed to a high degree. Formal education may or may not be a factor. In fact, these people started developing their skills at an early age through self-education. Because opportunity was in harmony with their natural talent, they became highly creative, motivated, love to learn, and enhanced their skills with self-education. They are the ones that develop efficiency.

Most people do not have opportunity to discover their natural talent at an early age. The formal education system helps some, but not all. The rest have to discover it through self-discovery or with the help of an employer. Only a few businesses are structured to help develop hidden skills. The ones that do are fast growing and highly successful, their leadership is in the 21st century.

K-Mart versus Wal-Mart

- In 1962 Harry B. Cunningham reorganized S. S. Kresge stores into K-Mart. He was a product visionary with the ability to inspire and motivate. His vision was ahead of his time that gave him the lead in big box store marketing, but he used standard leadership that was common for the last hundred years. His outdated leadership style cannot compete with 21st century leadership style. They are now closing stores.

- Sam Walton founded Wal-Mart in 1962. He was a product visionary with the ability to inspire, motivate, plus, he was a leadership visionary. His leadership skill, in time, left his competitors in the dust. They are continually opening new stores.

In Mr. Sam Walton’s book “Made in America” tells how he opened his first Wal-Mart general merchandise stores in rural farm communities. His new employees were young with no retail experience and no college graduate was going to accept a job in a small town general store. In Mr. Walton’s favor, he had a talent for recognizing people with natural marketing skills. To do this he gave employees opportunity to be creative. As a result his first store managers were high school dropouts with limited academic skills, but they quickly mastered marketing skills. He
recognized natural talent and self-education work together creating a high degree of motivation.

As Mr. Walton expanded outside the farm environment he hired formal educated managers that majored in marketing. He noticed that his self-educated managers were out performing his college educated managers. His experience with inexperienced employees and his policy of developing their skills was sound. Today, Wal-Mart employees are given opportunity to discover their natural talent, when in harmony with company’s needs they are promoted. His store managers are selected from current employees based on natural talent and self-education skills.

During the 1980s the computer age transformed the way businesses operate. Few people at the time understood the potential of this powerful tool or were skilled in it. During this time most skilled programmers were self-educated, which means, this was their natural talent. Wal-Mart stores took the lead in computerizing its inventory and distribution system. The policy of selecting people with natural talent gave them a huge lead in software development. Their competitors could not find quality programmers or did not know how to select them.

The creativity element

It is the CEOs vision and his leadership that launches the organization. It is employees and their creative input that expand the original concept. Motivation inspires creativity and comes from any source including janitors and outsiders. People love to be associated with people that create new things and know how to get things done. I call it team education where the sharing of knowledge inspires ideas; then one idea inspires another. The quality is based on opportunity and experience.

Elements that produce creative knowledge:

- No division between staff and workers. At most the division is blurry.
- Creative ideas come from any source, in and out of the organization.
- Employees feel an ownership of the project, have responsibility.
- Opportunity with sharing of ideas and knowledge.
- An environment where people are willing to think outside the box.
- Natural talent based on personal interest and activities.
- Education opportunity that is in harmony with natural talent.

The ideal employee has discovered his natural talent and is motivated by it. He has self-education skills with a love to learn. In the education world this person is considered highly intelligent. In the entertainment world he is highly talented.
The Non-Learning Organization

With command-and-control leadership, employees leave their brain at home and bring their body to work. Employees, who no longer have a desire to learn, control the workplace. All connections to expanding knowledge are broken, they accept the status quo. They cannot adapt to changing technology, because it is a threat to their insecurity. The only connection to expanding knowledge is in the classroom.

Command-and-control leadership produces a high level of exploding problems that no one was authorized or willing to deal with while at the elementary level. The front-line, people who are first aware of potential problems, are not allowed to take action. Management is pre occupied with high priority events, usually a once minor problem that has exploded into a major event. Leaders are recognized for managing major problems, not minor ones. Leaders that spend time on elementary problems get low efficiency ratings.

This chart illustrates how potential ideas and knowledge are cutoff from leadership. Many leaders want control over efficiency. Keeping innovators and visionaries out of the organization and turning off learning opportunity helps maintain this control. Leadership then complains about the inept attitude of the workforce. Dictatorship has always been inefficient.
Divine Inspiration and Divine Guidance

Divine Guidance is a message from God to us. It is knowledge, wisdom, and guidance that comes to us from a Divine Source. Everyone has the ability to receive Divine Guidance, but it is up to us to accept or reject it. It may be better understood with the universe divided into three elements:

1. **Physical universe** – Laws of physics that control order.
2. **Living things universe** – Active objects that have birth, grow, and die after a short time.
3. **Divine Universe** – Intelligence that created and manages the universe. God is supreme.
   a. We all are connected to the Divine Universe where good and evil forces have an influence in our lives.
   b. It is at our request we have a connection to God. Prayer is the communication link.

The Divine Universe is the source of all intelligence. We are born with basic skills, but we have to seek ways to acquire additional knowledge. Acquiring knowledge from books or other sources is a start. For visionary concepts we have to seek inspiration from Divine Universe. This is the source of all unrecorded knowledge.

In the Divine Universe there is a lot of activity with the task of managing life; it is not totally on autopilot. For example: Migrating wildlife is guided to their destinations by intuitive guidance. Some species travel thousands of miles every year in sync with the seasons. Studies have been made on how they navigate and no logical answer has been found. Divine Universe is the source of intuitive guidance that works with wildlife and man. When the Divine Universe is considered an element of life, many mysteries disappear and potential opportunity becomes clear. What is not known; how often does Divine Guidance prevent problems or influence our decisions?

Consider the Monarch butterfly; they have a natural desire to migrate between central Mexico and Canada. This very fragile insect requires support and guidance from Divine Guidance to reach their goal. We are offered the same guidance, but we have a choice to accept or reject it.

We are inspired by God knowingly or not, because God wants us to learn about His creation. This starts at our birth where we came into this world to fulfill a purpose and it is our responsibility to discover what that purpose is. As we develop needed skills, we are confronted with discouragement. Again, it is up to us to find ways to bounce back from failure. Failure is a learning tool. There are many learning tools and we must find what works best for us.

People with strong connections to Divine Guidance are considered to have a destiny. Destiny is the belief that a predetermined and inevitable series of events is or has happened to somebody or something. They seem to have strong instincts for making unique decisions. Destiny orchestrates seemingly impossible events that become reality. If someone is doing something that is not logical, but is succeeding; destiny may be supporting them. These people have a unique personality such as:

- Visionary thinker
- Freedom to follow gut feelings (Instincts)
  - The ability to separate intuitive guidance from personal opinions.
- Self-educated
- Love-to-learn
- Specialty skill or interest that motivates them
  - Related to natural talent
  - Related to goal
- Strong passion and self-driven personality

Some people rise to leadership positions because of their social activities; it was not earned on merit. Their leadership quality is less than ideal. Then there are people, knowingly or not, supported by destiny. They have a strong connection to intuitive guidance that gives them the ability to make quality decisions. Decision making ability is recognized by others that support their advancement. Some examples:

**General George Patton** gives credit to God for the decisions he makes. For example: As General Patton was rushing his divisions north from the Saar Valley to the relief of the beleaguered Bastogne, his unit was bogged down by rain and fog. He had his Chaplain write a prayer for relief and it was answered. On December 20, to the dismay of the Germans and the delight of the Americans, the rains and the fogs ceased. General Patton frequently boasts of his connections to the Almighty for his leadership skills. Google “Patton’s famous Prayer.”

**Captain James Cook** was assigned Captain of the HM Bark *Endeavour* with the task of exploring the South Pacific Islands in 1779. Navy officers are promoted to Captain of a ship because they have a proven history of making right decisions under difficult conditions. In the Pacific there are hundreds of unknown islands and atolls that are potential hazards. Under any conditions it takes skill to prevent a sailing ship from grounding itself on a reef, especially at night. First time explorers have no charts. With no information, decisions are based on gut feelings. Knowingly or unknowingly the captain is using intuitive guidance skills. This is why he was promoted to captain.

Divine intelligence knows where islands are, limits of sailing vessels, sea conditions, and the assigned goal. It inspires options that will help us find an island or avoid shallow water. This is destiny orchestrating events, helping us where information is missing. Today, we are loaded with information and have lost the art of dependence on inspiration for guidance. This lost art makes it almost impossible for us to understand how early history leaders could venture into the unknown and succeed.

**John D. Rockefeller:** In 1859, America’s first oil well was drilled in Titusville, Pennsylvania. In 1863, Rockefeller and several partners entered the booming new oil industry by investing in a Cleveland refinery that produced kerosene. This offered light and heat in homes at very low cost. Mr. Rockefeller soon became the world’s wealthiest man. He always seemed to be at the right place at the right time where opportunity was available. He gives destiny credit for orchestrating his connections.

When we look at life through the lens of a Divine Universe and God, we see opportunities from a different perspective. Activities in the Divine Universe are there to help us achieve the purpose that was assigned to us at birth. Fulfilling our purpose leads us to opportunity beyond our wildest dreams.

There is a popular song titled: *His eye is on the sparrow and I know He watches me.*
We all are connected to the Divine Universe, believers and non believers. Believers can pray and ask for help which relieve stress, they have a connection to God. Non believers have to rely totally on themselves and endure the stress.

The Divine Universe will help us when we comply with its laws related to goals, planning, and action. Help comes in the form of orchestrating events that require decisions. We then make good or bad decisions depending on our training and skills. When elements are in harmony, there is opportunity beyond our wildest dreams.

Over a thousand years ago the Polynesian people populated the Pacific Islands from Hawaii 5,000 miles south to New Zealand and from Tahiti 2,500 miles east to Easter Island. Their boats were dugout canoes. This migration had to be inspired and supported by the Divine Universe. If it were not for intuitive guidance:

- The Pacific Islands, a thousand years ago, would never have been populated.
- Captain Cook would never have come back from his Pacific exploration. His ship would be on a reef.
- Man would still be living in the Stone Age.

It is because of visionaries and intuitive guidance that developed 21st century life as we know it today.
My Tahiti Experience

I was living on a beach in Tahiti building a Polynesian double-hull sailboat named *Liki Tiki*. My goal was to understand how Polynesian people populated the far flung islands of the Pacific Ocean 2,000 years ago. While building the *Liki Tiki* I had orders from the French government not to leave Tahiti in the boat. If I tried I would be deported. My construction camp was on the west side of the island and there was an outlet through the reef nearby. When completed I set sail anyhow. I could not maneuver around the coral heads and out through the reef. I asked a passing boater to tow me out.

The trade winds were strong and I was soon out of sight of land. I had no compass, charts, or navigation tools. The trade wind was my compass because it blows from east to west 95% of the time. My goal was to understand how people traveled between these islands without these tools. For the next 24 hours I was making good time getting away from Tahiti as fast as possible, so as not to be picked up by the French Coast Guard.

Sometime during the second day the sky became overcast so I had no direction by the sun. Trusting the trade winds I used them as my compass. Unknown to me, when the sky became overcast the trade winds reversed. During the second night I assumed I was still going west, but I was sailing back to Tahiti. At sunrise I saw the lights of Tahiti and the wind was still blowing from the west. Realizing my experiment was not going to work I continued on. About noon I was sailing north along the reef looking for the entrance through the reef. The breakers that were just a short distance from the *Liki Tiki* turned to deep water and I turned in. I was inside the reef and in five minutes I would be on the beach. Before I could reach the beach the trade winds came back and *Liki Tiki* became hung up on a coral head inside the reef. I signal for a fisherman to come over and he took me ashore.

I was highly discouraged walking along the road when a French lady stopped and asked me to get in. She said “it was my husband that towed you through the reef and has not been able to sleep for the last three days. He told me this morning that you would be back today.” To this day I have never met him and wondered why he should have given it a second thought. The events during those three days made realized there are forces beyond our control guiding us. I have come to believe these forces can change the weather, if need to, to achieve an outcome. I also realized that the popular theory of Polynesian voyaging canoes and navigation methods has major flaws. The two 40-foot one ton dugout canoes worked against each other and their lashings would soon break up.

Five years after the Tahiti adventure I sailed *Liki Tiki Too*, a single hull with outriggers, from Panama, 5,000 miles to Hawaii in 68 days. With these experiences I came to understand how, 2,000 years ago, the Polynesian people populated the Pacific Islands. It was intuitive guidance and that same guidance guides us today.
My quest started ten years earlier when I was living in Oklahoma, City living from payday to payday, dreaming of a different lifestyle. One day I took action by opening a savings account with $10. From this time on I always seemed to be at the right place at the right time where opportunity was offered. At the time I considered this series of events luck. But luck does not work that way, these events had to be orchestrated. Having an interest in how things work I have been analyzing unexplainable events in my life. I compared my experiences to success stories of well known entertainers. Their drive to fulfill a dream was the same as mine, except in our field of interest.

People 2,000 years ago had big dreams of achievement just as we do today. Being motivated and seeking guidance was the same then as it is now. With new ideas there are always unknowns and dealing with the them is a talent. People that continually make right decisions with unknown elements become leaders. This is true with Polynesian navigators 2,000 year ago or business leaders today; they depend on intuitive guidance for decisions. In any new adventure there are always unknowns and leaders decisions are based on inspired feelings, not chance or luck.

With today’s technology, we give credit to Information Technology instead of inspired feelings. Polynesian navigators 2,000 years ago had no choice but to depend on intuitive guidance. This guidance is active today, we can benefit from it when we learn to recognize it.
Easter Island Discovery by Polynesians

Easter Island is one of the most isolated islands on earth, over 1,000 miles from nearest land and 2,500 miles from Tahiti. Polynesians populated the island almost 2,000 years ago in large dugout canoes. How did they do it? With strong belief and trust in their gods. They had a highly developed understanding of intuitive guidance, God’s method of communicating with us. Intuitive guidance is universal from the beginning of time.

Tahiti is the center of the Polynesian universe and the original Polynesians had a passion for exploration. Leaders had visions of great achievements. They had no information about the physical world and no written language. This left many unknowns, for this reason they had to depend heavily on their gods for inspiration and guidance. It is this dependence that gave them courage and confidence to search for and find other islands. The small size of their boats limited supplies that left no room for error, which is, missing an island on the first try.

Explorations like this were led by leaders that had a strong connection with intuitive guidance. For them to embark on voyages they had to have a reason such as finding heaven (paradise) in the east where the sun comes up. Polynesians were confident that they would be guided to undiscovered islands. Without this belief they would have never ventured out.

Tahiti is in a strong trade wind belt where winds blow from the east most of the time. It is impossible for dugout canoes to sail against these winds over long distances. 700 miles to the south are variables, which means, the winds blow from any direction. At these latitudes sailing east is possible. On the first voyage navigators had no knowledge of where favorable winds were or where Easter Island was or if there was an island or how long the voyage would be. The only way for them to succeed was dependency on intuitive guidance.

The discovery of Easter Island had to be supported and success orchestrated by the Divine Universe. The island is one of the most isolated is in the world which makes it impossible to find by accident, especially by people in dugout canoes. It is likely that the expedition originated in Tahiti. They leave in March during the rainy season. With limited storage containers they rely on frequent rains for fresh water. For food they rely on the sea. Open dugout canoes do not have much room for storage.

Once under way the navigator is guided by gut feelings (intuitive guidance) that I call “comfort zone navigation.” When going the wrong way, the navigator becomes extremely uncomfortable for no logical reason. When on track, he is relaxed. (This is based on my experience with the Liki Tiki.)
Notes of interest:

- Intuitive guidance is a lost art in our society today. Successful people seem to have strong instincts because they make frequent right decisions. Some are considered to have a destiny. Destiny means events are orchestrated in the Divine Universe. If someone is doing something that doesn’t seem logical, but is succeeding; destiny may be supporting them knowingly or not.

- Some think of success as luck. Luck or chance is a onetime event. Achievement is built on multiple events where each event leads to the next. Each event needs information for decisions and sometimes it is not available; intuitive guidance may lead to desirable results. A quality decision depends on our ability to separate intuitive guidance from personal opinions.

- Today we place heavy reliance on technology that overrides intuitive guidance. But, in a crisis we ask God for help. Unrequested help is also there in situations we consider “a coincidence.”

- The song Bali ha'I from the movie “South Pacific” is about searching for our paradise island. (Google “Bali hai Lyrics.”) Also in the movie is the song “Happy Talk.” This is about having a dream. It says “if you don’t have a dream, how are you going to have a dream come true?” (Google “Happy Talk Lyrics.”) People 2,000 years ago had the same dreams of finding paradise as we do today.

- In 1970 I crossed the Pacific Ocean, 5,000 miles, in a dugout canoe. My goal was to understand how the Polynesian people populated the Pacific Ocean almost 2,000 years ago. It took several years of trial and failures before I got it right. I had many experiences that I considered coincidences at the time, but since then realized the failures were orchestrated events to teach me the skills needed to succeed.

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**Faith in God**

“For believers, no explanation is necessary. For non-believers, no explanation is possible.”

Quote from movie *The Song of Bernadette*

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**Tumblers of Time**

“There is a time when the tumblers of time click into place when the universe opens itself to show us what is possible.”

Quote from movie *Field of Dreams.*
Dear God,

You have shown us glory in life -- from you we see many new dreams. You show us your world in such vast beauty that I, nor any mortal soul, may understand its composition of love and glory.

I wonder if man who cannot appreciate has the right to intrude upon your world.

You have kept food and moisture in all of our mouths, you blessed our vessel with fair winds. I often wonder why ... Even more I wonder how it came to be that you have blessed us with our captain. Yes, they say you watch over each and everyone of us -

No one could ever take the love for our captain that we hold in each of us.

Dear Lord, we are [all] of 17, is it right we try and see your works so soon? It is quite a work of art, and our dream is true now because you have shown us the way. You have made our tiny vessel possible. Most of all you made our captain and he has made us what we are in, the ocean.

Thank you, Lord. Someday we'll all understand. Amen

The Crew

God brought us into this world for a purpose.

It is up to us to discover what that purpose is and fulfill it.

In 1976 I was navigator on a tall ship for a summer cruise from Panama to New York with 14 teenagers.

An unknown crew member left the below prayer in the log book. It seems he found his purpose in life and is motivated to carry it out. The same was true for the other crew members.

A Prayer by an Anonymous Chief Aptakisic Crew Member

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The Crew
Capitalism versus Socialism

As I write this, it seems much of the world wants to abandon capitalism for socialism, because it is not fair that some people have all the wealth while others have nothing. Many say it is the government’s duty to take from the wealthy and give it the needy. This sounds good, but human nature does not work that way.

**Capitalism – Creates wealth**

God, knowingly or not knowingly, has a strong influence in capitalistic societies because majority of leaders seek to fulfill a purposeful life. They developed their natural talent that led to high efficiency skills. As they move up the ladder they make mistakes. This is education, learning what works and doesn’t, then analyzing ways to prevent the same error. They took charge of their own life and found ways to overcome barriers. These people are highly motivated.

In the military, in combat situations, there are many unknowns. Decisions have to be made without needed information. Leaders that make quality decisions have develop the art of intuitive guidance. In the thick of action they have gut feeling of what action to take. The quality of their decisions are based on natural talent and training. Frequent high quality decisions leads to frequent advancement.

**Socialism – Destroys wealth**

Socialism is based on power and control by a few at the top. This is done by telling people that it is government’s responsibility to supply basic needs to everyone. This takes money. In a capitalistic society successful entrepreneurs have the money. Socialistic leaders nationalize successful businesses and give benefits to the people. Leaders are assigned to nationalized organizations because of their political support, not because of technical knowledge or talent. The results produce highly inefficient leadership. Eventually cost rise, there are no more profits and money runs out, reduced benefits leads to chaos. People that depended on government become destitute; they have not learned how to take charge of their own life. Entrepreneurs with visionary intelligence are gone.

The military under socialism; political views influence leadership advancement, not battlefield skills. Leaders may have gut feelings that differ from orders, but their primary mission is to support political decisions. On the battlefield they are highly inefficient.

**More information**

I have a PDF document titled “Motivation in the Workplace.” It is about leadership delegating responsibility or control. It compares efficiency between the two styles. At the website, go to [http://www.motivation-tools.com/downloads.htm](http://www.motivation-tools.com/downloads.htm)