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## Context to the nugget conversation

Lloyd speaks about how he has slowly moved from emphasizing success to significance to satisfaction. He lays out the distinction between these terms and speaks about what it takes to move towards satisfaction.

## Transcription

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Deepak Jayaraman (DJ): And as you end the book, Lloyd, you say that it dawned on me that I had set out on a journey from success to significance only to find that significance alone could never fill the emptiness in my heart. What I was really longing for all along was satisfaction. How should people think about significance and satisfaction?

Lloyd Reeb (LR): Well, I would say success is when I use what I have for me and my benefit. Significance could be when I use what I have for you, for me and others' benefits. And the satisfaction, I think, comes from this deep sense that I have used what I was given, the time I was given on this planet, the talent, the opportunity, the influence to serve others and to love extravagantly, and that there's nothing else I am craving. And that's where I seek to end each day is with equanimity, a sense that I have no regrets, I am not grasping, I have nothing to prove and nothing to protect, and that I have done my best to love some people extravagantly, starting with loving my God and loving my wife and loving my kids. And so, now I take a morning every week to be with our two grandbabies. One is one-years-old, she's deaf and she has hearing aids and the other is three and she's diaper-changing. Now, Deepak, can you imagine how me with one little girl with hearing aids I am trying not to fall out and one little girl I am trying to say that now, do you need to go potty. It's like, it's like watching a circus but it's priceless and I am staying in it so that I get better at it, right? I don't think I am ever going to regret that, do you, do you think I will ever regret the time I spend with those girls?

DJ: Absolutely, absolutely.

LR: And so, I find deep satisfaction and my next hour might be with the CEO of a big company. But I mean, I am not impressed by one over the other. I have the privilege to serve them. So, there's deep satisfaction in that and that's a maturing process, right? If you and I were talking 20 years from now or 30 years from now, you would find a very different guy. I didn't have that perspective, I wish I did, but I didn't.

## Reflections from Deepak Jayaraman

DJ: It is interesting that Lloyd speaks about switching from changing diapers to speaking to a CEO of a large organization and not being impressed by one over the other. It is such a profound insight. Very often we have a certain pecking order in which we engage with the people around us. We put work on a pedestal and sometimes put some of these priceless things at the bottom of the list. Clay Christensen speaks about this in his book “How will you measure your life”. He says that we are able to get a positive feedback loop on the valuable things but we often don’t have a feedback loop on the priceless things and that’s often a window that is open only for a finite amount of time.

I do often fall into the trap of putting work on a pedestal and possibly de-emphasizing some of the priceless elements but it’s a journey I guess. I love the way Lloyd frames this – Not being impressed by one over the other. I find his articulation helpful as we go about making some of the micro-choices.

Thank you for listening

## End of nugget transcription

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### Lloyd Reeb - Nuggets

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### **About Deepak Jayaraman**

Deepak seeks to unlock the human potential of senior executive's / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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