
Halftime Newsletter January 2011

If at first you don't succeed...

In our January eNewsletter, Lloyd Reeb, Primary Spokesperson for Halftime, wrote about "[Trusting the Halftime Process](#)." He discussed the four stages of Halftime: Discovering Vision, Guided Reflection, Diverse Exposure and Enduring Impact. I want to camp out on the Diverse Exposure stage for awhile.

The reason is simple: Exploring a variety of serving opportunities to leverage your skills and passions can take time and try one's soul. It can be frustrating enough to cause some people to retreat from their exciting Halftime pursuit and slide back into the known and lukewarm. Nobody, especially God, wants that for you. He wants you to "have life and have it abundantly." (John 10:10)

One key to finding the right context for your second half is the "low cost probe." This ingenious idea has diverted thousands of Halftimers from countless blind alleys. The idea here, described by Bob Buford in his book *Halftime* as "seismic testing," is to learn about yourself and possible serving opportunities with a measured amount of time, energy, money and disruption to your life.

When I was in the thick of my Halftime in 2006, my Halftime Coach helped me through several low cost probes. (Truth be told, I let one of them balloon into a high cost probe. It was a stressful, timing-consuming mistake I wouldn't wish on anyone.) One LCP was a great match for my skills, interests, and financial needs, but the "real" ministry work was done on weekends – a boundary I wasn't ready to renegotiate. Another low cost probe fit my interests, but they didn't have a role that fit my skill set. Knowing that my calling is to help others discover their calling, I designed a low cost probe of volunteering for a specified amount of time with Halftime. Over the course of 12 months, my volunteer role morphed into Director of Coaching Services at Halftime.

What I've seen with first half high-achievers is a tendency to perceive dead-end low cost probes as *failure*. Don't fall into that trap! I encourage you to view low cost probes that don't work out as insightful and necessary *cycles of learning* that increase your self-awareness about what makes you tick, where your ego may be getting in the way, and what you really value in life. Consider these dead-ends invaluable "heart checks."

If you have done the hard work to discern your strengths, passions, time availability, specific financial needs, and God's will (not yours) for your life, Halftime has a suite of services we can make available to you, including a new "OneHundredX ministry family" partner called CrossMatch Talent Solutions (www.crossmatchtalent.com).

CrossMatch Talent Solutions is a new enterprise established by our OneHundredX family and is being led by [Greg Barnes](#). Greg was an executive in the retained search and talent acquisition industry for 25 years and, you guessed it, is a Halftime alumnus. Greg came to us seeking God's will for his second half and used the tools and resources of Halftime to discern how God could repurpose the executive search skills he honed in the marketplace. In a prayerful and humble manner, Greg received a vision of matching executive talent with non-profit leadership needs.

If you need help with the context piece of the puzzle (i.e., low cost probes) Greg and his team would love to serve you as part of their Interim Executive Management or Retained Executive Search offerings. I need to warn you, however, this is not your typical "headhunter" operation. Greg's team will want to know your story and learn about your journey. Are you truly ready to be a servant leader? Have you de-toxed from the adrenaline of Life I so you can make an enduring impact in Life II? Have you processed this next step thoroughly with your spouse?

Whether you've done this inner work or not, contact your Halftime Coach to prepare for a discussion with Cross Match Talent Solutions. If you don't have Halftime Coach, contact [Greg Murtha](#), our Chief Connections Officer, and he'll connect you to resources and services that will prepare you for an introduction to CrossMatch Talent Solutions.