



# Supporting Resiliency in the Rising Generation

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# The Challenges of Wealth





# Family Systems Theory

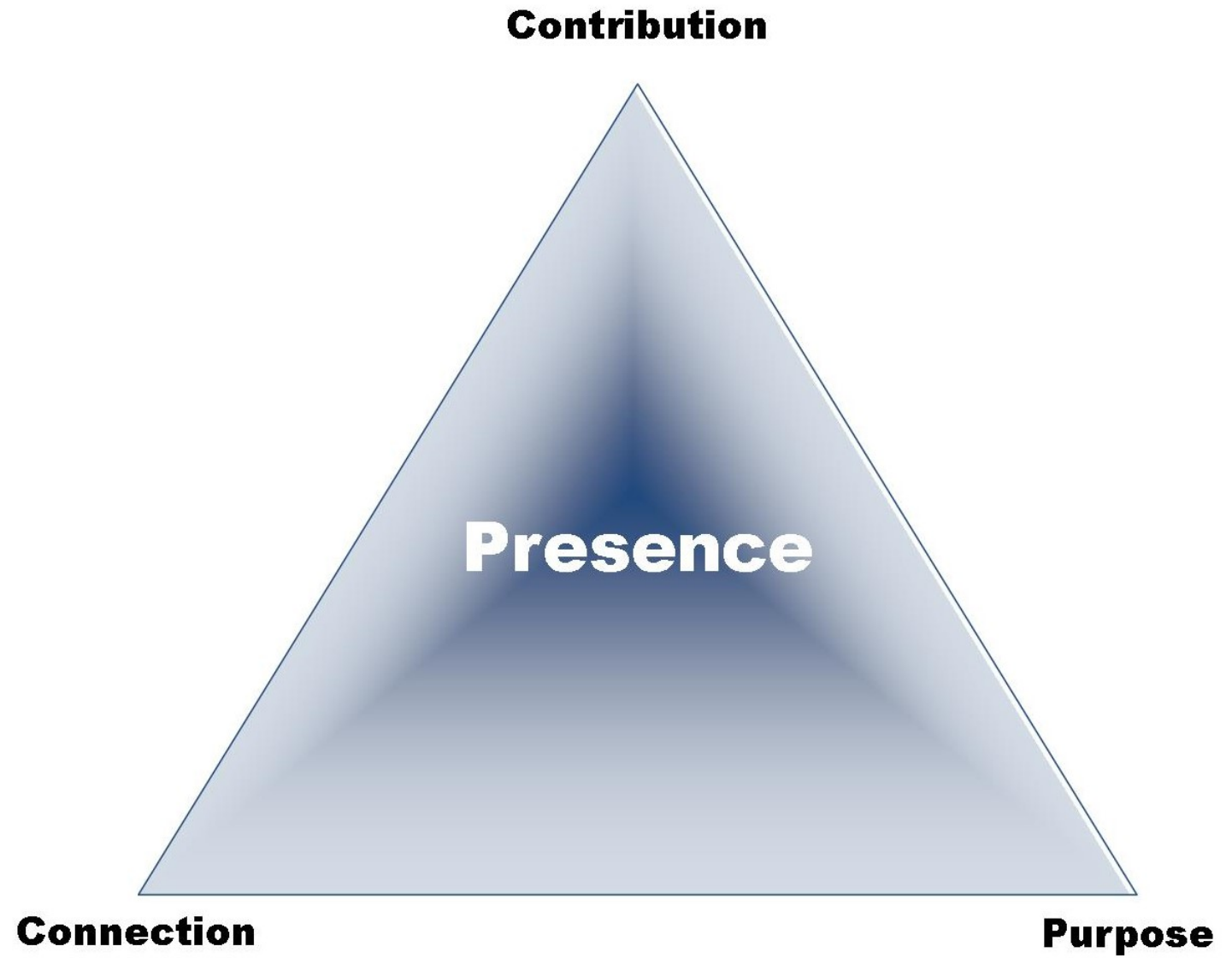
Family viewed as a unit with each family member playing a distinct role.

The family unit has its own set of rules and behaviors which members operate within.

Maintaining the same pattern of behaviors within a system may lead to balance in the family system, but also to dysfunction.



As an advisor, it's important to know the system that is already in place upon entering their personal family circle. You must remember when to accommodate a role and when you are being biased towards a role.



# The Importance of Investing in the Dreams & Aspirations of the Rising Generation





# Building Resiliency

- A different model of giving



# Stages of Wealth Integration:

## Stage 1: Money Relationship Continuum

Denial

Empowerment

Entitlement

Worry

Balance

Guilt

Fear

Responsibility

Arrogance

Shame

Satisfaction

Carelessness

Ignorance

Intentionality

Dissatisfaction

Dissatisfaction

Gratitude

Dysfunction

Pretending money  
doesn't matter

Using money  
to support  
life purpose

Equating  
net worth  
and self worth

# Stages of Wealth Integration:

## Stage 2: Balance

*“Balance occurs when one simply has money without emotional conflict. One uses it to pursue one’s values, life goals and meaning.”*

—Jacob Needleman





# Stages of Wealth Integration:

Stage 3: Identity beyond wealth –

*“Your time is limited, so don’t waste it living someone else’s life. Don’t be trapped by dogma – which is living with the results of other people’s thinking. Don’t let the noise of other’s opinions drown out your own inner voice. And most important, have the courage to follow your heart and intuition.”*

—Steve Jobs



A large, stylized number '2' is positioned on the left side of the slide. The top half of the '2' is a vibrant yellow-green color, while the bottom half is a muted grey. The lines are thick and fluid, creating a sense of movement and elegance.

# Giving Profile of Next Gen Donors

- Want to be seen as different than prior generations
- Their mantra:  
Impact – Contribution – Change – Innovation
- More hands on
- The language of: impact investing, micro loans, triple bottom line
- Yet, respectful of legacy



# Honoring the Life Transitions

Ending — Neutral Zone — New Beginning

# Characteristics of Transition Stress

## Personal

Confused  
Overwhelmed  
Loss of possibilities  
Invincibility  
Physical and mental fatigue

## Decision Making

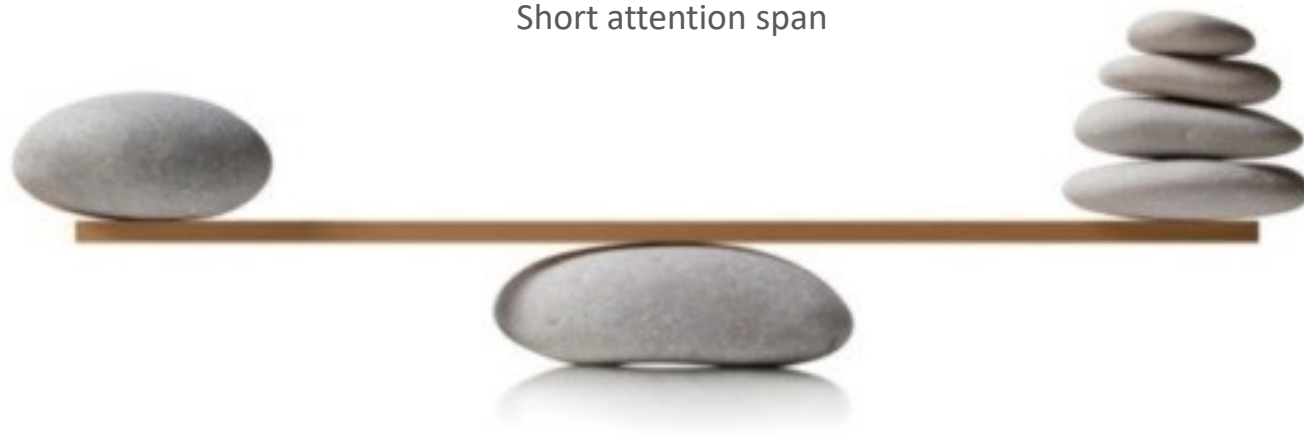
Fear-based decisions  
Fragmentation  
Frozen  
Avoidance

## Attention Span

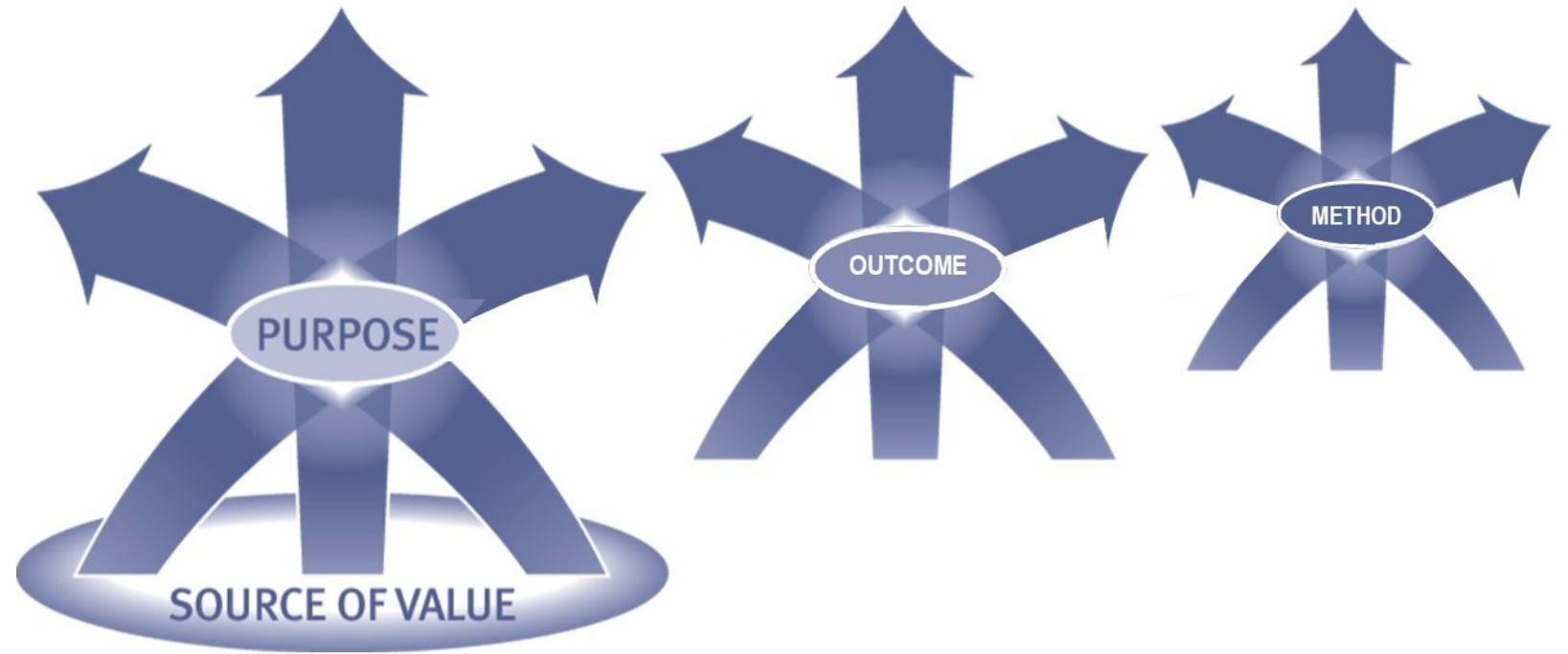
Narrow focus  
Fractured focus  
Short attention span

## Behavior

Hyper reactive  
Victim behavior  
Combative / angry  
Inconsistent behavior  
Withdrawal  
Isolation



# Aligning on Purpose



# Communication Essentials

## Intersection



**View = Purposes, Concerns, & Circumstances**

## Axioms of the Intersection

1. All humans have purposes (for), concerns (against), and circumstances (facts).
2. When people perceive you are unaware of or opposed to their purposes, concerns, and circumstances they resist, producing waste.
3. When people perceive you are aware of and sensitive to their purposes, concerns, and circumstances they communicate and collaborate, producing value.





## Ladder of Listening





## Tools and Resources

# Support the Family: Best Practices

## 10 Habits of a Healthy Family Culture

1. Establish shared family values
2. Define a family mission and vision
3. Establish healthy limits or boundaries
4. Support family members in leading lives with purpose
5. Prepare heirs to manage wealth in ways to foster well-being
6. Practice Skillful Communication
7. See the family as a learning system
8. See the family as a steward of the wealth
9. Value giving back
10. Have a long-term view of the family



# The Struggles We Share as Advisors





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