

DALE YOUNG

From "Just a Job" to a Divine Calling My Journey of Eternal Purpose

Dale Young inspires entrepreneurs and business owners to embrace their unique calling. Sometimes called Divine Design, this creates peace, direction, fulfillment, and joy. Through a unique system, he helps them accept and adopt their identity, community, and calling. Dale is an author and speaker. Step Into Your Calling and craft your legacy.

“What is the difference between an inheritance and a legacy?”

One word of two characters.

An inheritance is what you leave ***TO*** someone.

A legacy is what you leave ***IN*** someone.”

– Dale Young, 2023

My Unique Greater Purpose

I graduated college with a degree in computer science in 1975. I worked for cutting-edge IT companies until 1980 when I started working for E-Systems, a government defense contractor. I worked for them for almost 14 years, including 10 years in Australia. During this time, there were large benefits for employees overseas.

In 1992, while in Australia, our office announced that the government was going to start taxing the housing and utilities benefits we had been enjoying. A group of us were sitting around the lunch table griping about this, when out of my mouth came: “This is JUST a job, not a career.” At that moment, I realized I wanted something bigger. This was the start of a 30-year journey.

Years later, I had a successful career: vice-president of a startup company that was #10 on *Entrepreneur Magazine’s* Hot 100 companies, selling a contract worth a million dollars a year, building the team that delivered that contract for more than 10 years. But I realized that a career wasn’t enough. What I really wanted was a calling. A God-given, God-sized, God-inspired, God-energized purpose.

In 2011, I found that calling. Through a series of God-incidences, I discovered Christian Life Coaching, started becoming a life coach, and got my first paying client. I had dreams and plans to eventually make this my full-time career.

The future was bright. My marriage was comfortable. We had chosen to not have children. I had committed my life to Christ in 1998 and since then had been growing, serving, and learning about my faith. And I had a solid career in information technology (IT) on an upward trajectory in salary, responsibility, and leadership.

Little did I know, in 2012, I would enter a downturn that would last a decade.

The First Incident

The long downhill slide began on Sunday, May 20, 2012. I remember a light startle as I became fully awake. I was sitting on the side of the bed, fully dressed for church. The bed was made. It was as if I had sat down to do something and had one of those micro-naps. But I had no memory of what was prior to that. I checked the time, said out loud, “It’s time to head to church,” stood up, and started calling out for my wife.

Our two-story house was quiet, and I didn’t find her on the first floor. I checked the garage, and her car was there, so I assumed she was upstairs and not hearing me. I sent her a text: “Where are you?”

She immediately called. Over the next few minutes, I learned that she'd been with her family in Tennessee for the last week. She was heading to the airport later that day to return home, and I had talked with her less than 30 minutes before to confirm that I was picking her up. I had no memory of any of this, and we were both scared.

She called a neighbor to take me to the emergency room where I was admitted and observed for several hours. After lots of tests, they found... nothing. They labeled it TGA—transient global amnesia—and sent me home.

An incident like that shakes you to the core of your being. Fortunately, I was part of the church, believed that God would take care of us, and still had my passion for helping people grow and live their best lives.

The Descent

Later that year, my wife started talking about moving to Tennessee without me. She wanted a divorce. I was shocked. Despite counseling, the gap between us widened. In 2014, she filed for divorce, but I continued to hope. However, our separations became longer and more frequent.

This stress was compounded by changes in my IT job. The company I worked for had been looking for management that would take them to the next level, which meant that I had a succession of new bosses... at least six over five years. The company was changing directions, and my role was being minimized.

Friday, September 11, 2015, was the day I knew the marriage was over. I invited her on a date to see the movie *War Room*. I knew it was a Christian movie, but I didn't know that the plot involved a struggling couple who were brought back together through the power of prayer. As the movie unfolded, I was praying that this might be the turning point that would bring us back together.

After the movie, we went to a coffee shop and talked. She broke the news that she was leaving for Tennessee the next day. I was crushed. It took six months to legalize the divorce, but in my mind, that day was the end.

Winston Churchill: "When You're Going Through Hell, KEEP GOING."

Around this time, someone shared a quote with me: "You can get bitter, or you can get better—and the choice is yours." I chose to get better. I leaned into God instead of running away. I didn't understand the road He had me on, but I chose to keep walking.

Two weeks after the divorce was final, out of the blue, my boss asked me to go part-time.

I wish I could say it was an easy road. It wasn't. On my path to building a successful coaching business, there were years of losing money, struggle, and doubt.

After some false starts, in late 2018, I was coached through my CliftonStrengths. Two things stood out. First, was the uniqueness of this Gallup assessment. Each of us has unique fingerprints, and our strength profiles are just as unique. Second was my non-strengths. When I looked at my struggles in building a coaching business and looked at the things where I'm not as strong, there was a perfect correlation. I saw how this process could help others and provide some of the missing pieces for my business, and worked to achieve a certification in this process.

Several business leaders who have since been through this process with me have totally transformed their businesses to give them more freedom, income, and impact. For instance, one business owner, Sam, started her new business after going through the process with me. Five years later, she now has 30+ clients nationwide, and 15+ contractors, and is looking to take her business to the next level.

Restoration

In 2021, I felt like my worst decade was finally over in a big way.

I met someone, Kayla, online. A few days later, we met in person, and through several God-incidences, we knew we were right for each other. I loved her church and her family. She had a passion for helping others in a way that was compatible with mine and yet unique to her. We were married four

months later and moved into a new house. Her friendship and support have encouraged me to pursue my dreams and my coaching business. She brought her three kids and four grandkids into my life, and I'm enjoying discovering what it's like to be a parent and grandparent.

In the last three years, a new level of clarity about my calling has developed through multiple God-incidences. God blessed me with a framework (see Personal Development below) that I use to lead people to discover, confirm, and begin to follow their calling in a lot less time than it took me. God opens doors to get the calling message out to the world through stories like this, podcast interviews, and speaking opportunities.

My calling is to inspire calling in many others.

DALE'S THOUGHT LEADER LESSONS

Team Building

I wrote a book in 2020, *The Identity Key*, an overview of several dozen assessments, how they are similar or different, where they are best used, and more.

For working with teams, the absolute best assessment I've seen is *The Working Genius*, invented by Patrick Lencioni and the Table Group because:

1. It's 20% personality, 80% productivity.
2. People grasp its simplicity and start to use it in minutes.
3. It's applied to the art of getting things done.
4. It's focused on the lens of joy, fulfillment, and energy.
5. It gives you a language to clarify where you are in the process of work, which avoids misunderstandings.

Spirituality

As Christians, we all have a shared **general identity**: we are children of God, we are redeemed, we have a home in Heaven, we have the Holy Spirit in us, we are new creations, and more. We also have shared **general calling**: the great commandment ("love God and love your neighbor as yourself") and the great commission ("make disciples... teach them to obey").

However, we also have unique assignments — 1 Corinthians 12:18 says that each of us is just a part in the overall body of believers. We each have a **specific identity** that is unique as well as a **specific calling** that we are uniquely equipped and destined to be and do in this world.

Romans 11:29 says that our gifts (specific identity) and calling (specific calling) are irrevocable. This means we have it, and God is not going to take it away. But that doesn't mean most of us find it without work and effort.

When you do find your specific calling and start following it, you'll have more peace, direction, joy, and impact.

Personal Development

Personal development starts with understanding WHO you are—your **identity**. You are unique and special. Understanding your uniqueness is essential: how you're created, what you like, what you can do easily, and what gives you energy.

The second step in personal development is understanding WHERE you hang out, where you spend your time, and who you are spending your time with—your **community**. Humans are relational beings; even the most introverted of us need other people.

The third step is understanding WHY you are here—your **calling**. Your WHY gives your WHAT more impact.

The clarity people get through this identity, community, and calling process has prompted them to change careers, improve relationships, and save marriages. They have more direction in their lives and can stay on the path easily.

Q&A WITH DALE

What is your favorite movie?

By the number of times I saw it in the theater (nine times in the theater and likely a dozen times on video), the original 1977 *Star Wars*.

How do you recharge?

Travel, Christian concerts, or sitting on the side of a body of water and watching a sunset, preferably with an adult beverage.

What are a few of your favorite quotes?

“What would happen if we studied what is right with people instead of focusing on what is wrong with them?” – Don Clifton

“You don’t get paid for the hour. You get paid for the value you bring to the hour.” – Jim Rohn

“Don’t ask yourself what the world needs. Ask yourself, ‘What makes me come alive?’ Because what the world—a wife, a child—needs is men who have come alive.” – John Eldredge

“Not finance. Not strategy. Not technology. It is teamwork that remains the ultimate competitive advantage, both because it is so powerful and so rare.” – Patrick Lencioni

Have you had any past challenges that turned out to be blessings?

My divorce—it freed me to be an entrepreneur, pursue my dream, and meet the woman I was destined to marry.

What are three books you often recommend?

The Holy Bible

The Prayer Powered Entrepreneur by Kim Avery

The Other Half of Church by Jim Wilder and Michel Henderson

The Six Types of Working Genius by Patrick Lencioni

How do you define success?

At the end of the day, do I feel like God is smiling at me?



To find out more about Dale's Step Into Your Calling program, the results that have been achieved, and whether it might be right for you, send an email to dale@coachdale.com and mention Step Into Your Calling. Website is <https://CoachDale.com>. Follow Dale on <https://LinkedIn.com/in/CoachDale> or <https://Facebook.com/CoachDaleYoung>.



Scan to take The First Steps to Aligning Your Faith & Business