

Book Review: *Finally Growing Up: Recognizing and Releasing Patterns of Limitation*

by Chrissy Scivicque, Managing Editor of OfficeArrow.com, July, 2010

(Note: Main title changed after review to *Leading an Empowered Life*)

Finally Growing Up: Recognizing and Releasing Patterns of Limitation is another amazing book by Ed Morler. He is quickly becoming one of my favorite non-fiction writers. That's a big statement, especially coming from someone like me who reads roughly 100 non-fiction books a year. But I'm willing to put it out there and here's why: I did a quick flip-through to get the gist of what it was all about. Within minutes, I was absolutely enthralled. I had stumbled on a chart that outlined the nine "personality drives" and, very quickly, I saw myself—clear as day—in the "Achiever/Pretender" personality. The words really hit home, pinpointing hidden character traits I usually avoid confronting at all costs and providing thought-provoking insights that seemed to be speaking directly to ME. At that point, I had to settle in and start from page one. Obviously, this book had something serious to offer.

Finally Growing Up takes understanding personality, maturity and, yes, integrity to a whole new level. It almost feels like you're sitting with a psychic who's telling you all of these intimate details about yourself and you keep nodding in disbelief, saying, "YES! That's so true! How does he know that?!"

I recently reviewed another outstanding book by Dr. Morler, *The Leadership Integrity Challenge: Assessing and Facilitating Emotional Maturity*. *Finally Growing Up* is a wonderful follow up to the emotional maturity and integrity model presented there. Adding and integrating the Enneagram, an ancient system for understanding personality, with the Levels of Emotional Maturity, he clarifies how each personality drive uniquely impacts the various levels of emotional maturity significantly enhancing both models' transformational potential. He outlines the characteristics of the personality drives and then deeply explores the various ways in which these personalities influence an individual's perceptions, beliefs, emotions and behaviors.

Very readable and highly informative, *Finally Growing Up* facilitates a lot of self-reflection, which becomes increasingly fun the more you read. Morler notes that personality itself is really nothing more than a mask we project to make us feel significant. He says: "*It is important to keep in mind that personality drives are compensations, i.e., strategies to hide, from the world and ourselves, an underlying—albeit false and misguided, but nonetheless influential—sense of insignificance.*" Morler argues that the purpose of understanding personality drives isn't to try to "improve" your own, but to "*recognize its inherent false basis and responsibly move toward lessening our dependence on it*" —which he proceeds to show us how.

As you learn about the various elements of the personality drive(s) and the Levels of Emotional Maturity with which you most associate, you see your own positive and negative influences. The more you know about the underlying nature of yourself and others, the better you can relate to the world around you and the more you can act with a sense of integrity rather than blind emotion.

Once again, I have no choice but to highly recommend another Morler book to anyone who wants to improve their understanding of their own motivations and influences as well as those of the people around them. For those of you in management or hoping to be in the future, this book is an invaluable tool. Read it and share it with your team. Then, keep it close by. You'll want to refer back to it in the future, I'm sure.

