

# Exclusion

So, you were excluded.

Is it because they hate you, they dislike you, you do not measure up, you are not smart enough, you are not fun, you do not have enough money, or what?

Whenever people are not included they seem to jump to conclusions, and their endless tapes go around and around as to why they were excluded and what is wrong with them. People lose sleep and change their behavior over being excluded. It can create long hurt and resentment. Too often, it is not spoken and festers inside people causing mental and even physical problems and issues.

Yes, at times we are all 'excluded' from something. It happens to everyone.

First, is it exclusion? Sure, it can be. Most often, it is not.

Most often it is about inclusion and not exclusion. Rarely is one excluded on purpose unless there are specific interpersonal issues going on. The real issue in inclusion is where one stands on the list.

We all know a lot of people, and none of us can invite everyone to every event. Most often the list of included people is based on criteria which is driven by the event.

For example:

If you are raising money, you invite those most likely to give and especially those that can give a lot.

If it is a cocktail party, it would probably include your closest friends and then those who have invited you and you want to pay them back, and then other friends. It may also include business associates and new neighbors.

If it is a small wedding, it is usually based on relatives and close friends of the bride and groom. It is not about the parents and their friends.

If it is a business function, the list is based on the objectives of the event.

If it is a birthday party, it is based on who is close to the birthday person.

What about when someone gets a promotion you wanted? Sure, you might have been the best choice, but politics came into play. That is life. Perhaps they were just looking for a different skill set. We are all unique, and we all are better at some things than others. It may have been the job required their skills and not yours. It does not make you any less valuable to the firm. You should be in the role where you can add the most value. To take or be given a job that is not right for you is to set you up to fail. Yes, not being selected may just be the stroke of good luck you were hoping for.

If you are not included that does not mean they hate you, dislike you, or that you do not measure up. It means, based on the criteria that others had a higher ranking, so to speak, than you did.

The ranking is based on the event and is not a measurement of you as a person. As a person we are all equal. As a person no one is better than another. We do all have different skills and attributes.

Often you can find yourself not included due to space limitations. Remember when you 'excluded' someone you liked and would have liked to include but could not at that particular time? Yes, the other person has those same issues. It just may be you they wanted to include but could not for reasons outside their control.

We cannot be all things to all people, and we cannot fit into all situations. Celebrate who and what you are and where you do fit. You will find you fit and are included where you belong, where you are most comfortable, where you enjoy yourself, and where you add value.