1

I remember vividly the last time I cried. I was twelve years old, in the seventh grade, and I had tried out for the junior high school basketball team. I walked into the gymnasium; there was a piece of paper tacked to the bulletin board.

It was a cut list. The seventh-grade coach had put it up on the board. The boys whose names were on the list were still on the team; they were welcome to keep coming to practices. The boys whose names were not on the list had been cut; their presence was no longer desired. My name was not on the list.

I had not known the cut was coming that day. I stood and I stared at the list. The coach had not composed it with a great deal of subtlety; the names of the very best athletes were at the top of the sheet of paper, and the other members of the squad were listed in what appeared to be a descending order of talent. I kept looking at the bottom of the list, hoping against hope that my name would miraculously appear there if I looked hard enough.

I held myself together as I walked out of the gym and out of the school, but when I got home I began to sob. I couldn't stop. For the first time in my life, I had been told officially that I wasn't good enough. Athletics meant everything to boys that age; if you were on the team, even as a substitute, it put you in the desirable group. If you weren't on the team, you might as well not be alive.

I had tried desperately in practice, but the coach never seemed to notice. It didn't matter how hard I was willing to work; he didn't want me there. I knew that when I went to school the next morning I would have to face the boys who had not been cut — the boys whose names were on the list, who were still on the team, who had been judged worthy while I had been judged unworthy.

All these years later, I remember it as if I were still standing right there in the gym. And a curious thing has happened: in traveling around the country, I have found that an inordinately¹ large proportion of successful men share the same memory — the memory of being cut from a sports team as a boy.

I don't know how the mind works in matters like this; I don't know what went on in my head following that day when I was cut. But I know that my ambition has been enormous ever since then: I know that for all my life since that day, I have done more work than I had to be doing, taken more assignments than I had to be taking, put in more hours than I had to be spending. I don't know if all of that came from a determination never to allow myself to be cut again — but I know it's there. And apparently it's there in a lot of other men, too.

¹ **Inordinately**: not within reasonable limits; much too great

My Notes

Bob Graham, thirty-six, is a partner with the Jenner & Block law firm in Chicago. "When I was sixteen, baseball was my whole life," he said. "I had gone to a relatively small high school, and I had

been on the team. But then my family moved, and I was going to a much bigger high school. All during the winter months I told everyone that I was a ballplayer. When spring came, of course I went out for the team.

"The cut list went up. I did not make the team. Reading that cut list is one of the clearest things I have in my memory. I wanted not to believe it, but there it was.

"I went home and told my father about it. He suggested that maybe I should talk to the coach. So I did. I pleaded to be put back on the team. He said there was nothing he could do; he said he didn't have enough room.

"I know for a fact that it altered² my perception of myself. My view of myself was knocked down; my self-esteem was lowered. I felt so embarrassed; my whole life up to that point had revolved around sports, and particularly around playing baseball. That was the group I wanted to be in — the guys on the baseball team. And I was told that I wasn't good enough to be one of them.

"I know now that it changed me. I found out, even though I couldn't articulate³ it at the time, that there would be times in my life when certain people would be in a position to say 'You're not good enough' to me. I did not want that to happen ever again.

"It seems obvious to me now that being cut was what started me in determining that my success would always be based on my own abilities, and not on someone else's perceptions. Since then I've always been something of an overachiever; when I came to the law firm I was very aggressive in trying to run my own cases right away, to be the lead lawyer in the cases with which I was involved. I made partner at thirty-one; I never wanted to be left behind.

"Looking back, maybe it shouldn't have been that important. It was only baseball. You pass that by. Here I am. That coach is probably still there, still a high school baseball coach, still cutting boys off the baseball team every year. I wonder how many hundreds of boys he's cut in his life?"

3

Maurice McGrath is senior vice-president of Genstar Mortgage Corporation, a mortgage banking firm in Glendale, California. "I'm forty-seven years old, and I was fourteen when it happened to me, and I still feel something when I think about it," he said.

"I was in the eighth grade. I went to St. Philip's School of Pasadena. I went out for the baseball team, and one day at practice the coach came over to me. He was an Occidental College student who had been hired as the eighth-grade coach.

"He said, 'You're no good.' Those were his words. I asked him why he was saying that. He said, 'You can't hit the ball. I don't want you here.' I didn't know what to do, so I went over and sat off to the side, watching the others practice. The coach said I should leave the practice field. He said that I wasn't on the team, and that I didn't belong there anymore.

My Notes "I was outwardly stoic⁴ about it. I didn't want anyone to see how I felt. I didn't want to show that it hurt. But oh, did it hurt. All my friends played baseball after school every day. My best friend was the pitcher of the team. After I got whittled down by the coach, I would hear the other boys talking in

² **altered**: changed; made different

³ **articulate**: put into words clearly and easily

class about what they were going to do at practice after school. I knew that I'd just have to go home.

"I guess you make your mind up never to allow yourself to be hurt like that again. In some way I must have been saying to myself, 'I'll play the game better.' Not the sports game, but anything I tried. I must have been saying, 'if I have to, I'll sit on the bench, but I'll be part of the team.'

"I try to make my own kids believe that, too. I try to tell them that they should show that they're a little bit better than the rest. I tell them to think of themselves as better. Who cares what anyone else thinks? You know, I can almost hear that coach saying the words. 'You're no good.'"

4

Author Malcolm MacPherson (*The Blood of His Servants*), forty, lives in New York. "It happened to me in the ninth grade, at the Yalesville School in Yalesville, Connecticut," he said. "Both of my parents had just been killed in a car crash, and as you can imagine, it was a very difficult time in my life. I went out for the baseball team, and I did pretty well in practice.

"But in the first game I clutched. I was playing second base; the batter hit a popup, and I moved back to catch it. I can see it now. I felt dizzy as I looked up at the ball. It was like I was moving in slow motion, but the ball was going at regular speed. I couldn't get out of the way of my own feet. The ball dropped to the ground. I didn't catch it.

"The next day at practice, the coach read off the lineup. I wasn't on it. I was off the squad.

"I remember what I did: I walked. It was a cold spring afternoon, and the ground was wet, and I just walked. I was living with an aunt and uncle, and I didn't want to go home. I just wanted to walk forever.

"It drove my opinion of myself right into a tunnel. Right into a cave. And when I came out of that cave, something inside of me wanted to make sure in one manner or another that I would never again be told I wasn't good enough.

"I will confess that my ambition, to this day, is out of control. It's like a fire. I think the fire would have pretty much stayed in control if I hadn't been cut from the team. But that got it going. You don't slice ambition two ways; it's either there or it isn't. Those of us who went through something like that always know that we have to catch the ball. We'd rather die than have the ball fall at our feet.

"Once that fire is started in us, it never gets extinguished,⁵ until we die or have heart attacks or something. Sometimes I wonder about the home-run hitters; the guys who never even had to worry about being cut. They may have gotten the applause and the attention back then, but I wonder if they ever got the fire. I doubt it. I think maybe you have to get kicked in the teeth to get the fire started.

"You can tell the effect of something like that by examining the trail you've left in your life, and tracing it backward. It's almost like being a junkie with a need for success. You get attention and applause and you like it, but you never quite trust it. Because you know that back then you were good enough if only they would have given you a chance. You don't trust what you achieve, because you're afraid that someone will take it away from you. You know that it can happen; it already did.

⁵ extinguished: put out; ended

"So you try to show people how good you are. Maybe you don't go out and become Dan Rather; maybe you just end up owning the Pontiac dealership in your town. But it's your dealership, and you're the top man, and every day you're showing people that you're good enough."

⁴ **stoic**: indifferent; remaining calm and self-controlled in the face of difficulty ⁵ activation is the dependent of the face of difficulty.

Dan Rather, fifty-two, is anchor of the "CBS Evening News." "When I was thirteen, I had rheumatic fever," he said. "I became extremely skinny and extremely weak, but I still went out for the seventhgrade baseball team at Alexander Hamilton Junior High School in Houston.

"The school was small enough that there was no cut as such; you were supposed to figure out that you weren't good enough, and quit. Game after game I sat at the end of the bench, hoping that maybe this was the time I would get in. The coach never even looked at me; I might as well have been invisible.

"I told my mother about it. Her advice was not to quit. So I went to practice every day, and I tried to do well so that the coach would be impressed. He never even knew I was there. At home in my room I would fantasize that there was a big game, and the three guys in front of me would all get hurt, and the coach would turn to me and put me in, and I would make the winning hit. But then there'd be another game, and the late innings would come, and if we were way ahead I'd keep hoping that this was the game when the coach would put me in. He never did.

"When you're that age, you're looking for someone to tell you you're okay. Your sense of selfesteem is just being formed. And what that experience that baseball season did was make me think that perhaps I wasn't okay.

"In the last game of the season something terrible happened. It was the last of the ninth inning, there were two outs, and there were two strikes on the batter. And the coach turned to me and told me to go out to right field. "It was a totally humiliating thing for him to do. For him to put me in for one pitch, the last pitch of the season, in front of all the other guys on the team. I stood out there for that one pitch, and I just wanted to sink into the ground and disappear. Looking back on it, it was an extremely unkind thing for him to have done. That was nearly forty years ago, and I don't know why the memory should be so vivid now; I've never known if the coach was purposely making fun of me — and if he was, why a grown man would do that to a thirteen-year-old boy.

"I'm not a psychologist. I don't know if a man can point to one event in his life and say that that's the thing that made him the way he is. But when you're that age, and you're searching for your own identity, and all you want is to be told that you're all right... I wish I understood it better, but I know the feeling is still there."

5