

Webinar

ULI British Columbia: WLI Personal Leadership to Bounce Back from (and Avoid)

Burnout

Date: October 28, 2021

00:00:11 --> 00:00:29: Ha. Hello and welcome. I think we'll get started.

00:00:29 --> 00:00:31: Uhm, thank you all for being here.

00:00:31 --> 00:00:34: I'm Anna Bryco kochira at WLI and I would like

00:00:34 --> 00:00:36: to start off by acknowledging that I come to you

00:00:36 --> 00:00:40: from the traditional and ancestral territories of the Musqueam.

00:00:40 --> 00:00:43: This Commission that's labor to First Nations.

00:00:43 --> 00:00:45: Each have their own unique histories and traditions.

00:00:45 --> 00:00:48: They have been the caretakers of these lands and waters,

00:00:48 --> 00:00:50: and I'm very grateful to be here on these lens

00:00:51 --> 00:00:51: with you today.

00:00:51 --> 00:00:55: So a little bit about US Women's Leadership initiative BC

00:00:55 --> 00:00:58: is part of a global uhlein network supporting and promoting

00:00:58 --> 00:01:01: the advancement of women in all disciplines of the real

00:01:01 --> 00:01:05: estate industry. And into these workshops will have many opportunities

00:01:05 --> 00:01:07: to connect with each other,

00:01:07 --> 00:01:10: but we ask you that you remain on mute until

00:01:10 --> 00:01:12: there is an opportunity to share.

00:01:12 --> 00:01:13: That's anytime during the event,

00:01:13 --> 00:01:17: you can submit your questions or comments into the chat

00:01:17 --> 00:01:19: box and we will have a Q&A at the end

00:01:19 --> 00:01:22: and this event is being recorded and so the link

00:01:22 --> 00:01:24: will be sent to you in the coming days.

00:01:24 --> 00:01:26: We try to support our local community where we can

00:01:26 --> 00:01:29: and the proceeds of today's events will be donated to

00:01:29 --> 00:01:32: local community groups that do work to keep women safe,

00:01:32 --> 00:01:35: protected and thriving. And finally,

00:01:35 --> 00:01:38: I want to say a big thank you to Wlib

00:01:38 --> 00:01:40: sees annual sponsor Norton Rose Fulbright,
00:01:40 --> 00:01:45: who have been generously supporting us since the beginning
of
00:01:45 --> 00:01:45: WABC,
00:01:45 --> 00:01:48: and it's such a pleasure to have Hannah Thompson here
00:01:48 --> 00:01:49: with us today,
00:01:49 --> 00:01:52: and I is an associate with Norton Rose Fulbright and
00:01:52 --> 00:01:54: will introduce today's events over to you,
00:01:55 --> 00:02:00: Hannah. Thanks Anna Uhm hi everyone,
00:02:00 --> 00:02:01: my name is Hannah Thompson.
00:02:01 --> 00:02:04: I'm an associate at the law firm Norton Rose Fulbright
00:02:05 --> 00:02:07: and I'm part of our real estate group.
00:02:07 --> 00:02:10: Our real estate lawyers act for clients across a full
00:02:10 --> 00:02:13: range of real estate matters including residential,
00:02:13 --> 00:02:15: retail and mixed use, development projects,
00:02:15 --> 00:02:19: construction and engineering, dispute resolution and
litigation.
00:02:19 --> 00:02:22: Norton Rose Fulbright is pleased to support you allows
women's
00:02:22 --> 00:02:24: leadership initiative for the second year in a row,
00:02:24 --> 00:02:29: and is also proud to support utilize Young Leaders Group.
00:02:29 --> 00:02:31: It's my honor to introduce today's speaker,
00:02:31 --> 00:02:34: Deborah Stelling Werth, who will be speaking to us today
00:02:34 --> 00:02:35: on the topic of burnout.
00:02:35 --> 00:02:37: A read me off burnout,
00:02:37 --> 00:02:40: something that I'm sure each of us has experienced even
00:02:40 --> 00:02:42: more than usual in the past 18 months.
00:02:42 --> 00:02:45: Deborah is a business and personal leadership coach and
speaker
00:02:45 --> 00:02:48: on a mission to debunk the myth that success equals
00:02:48 --> 00:02:49: stress.
00:02:49 --> 00:02:53: Deborah holds an MA in literature and rhetorical studies and
00:02:53 --> 00:02:56: has over 15 years experience as an educator.
00:02:56 --> 00:02:59: She honed her entrepreneurial skills for more than six years
00:02:59 --> 00:03:02: as an award winning realtor in Vancouver before training to
00:03:02 --> 00:03:03: become a certified coach.
00:03:03 --> 00:03:06: By combining her experience as an educator with her
business
00:03:06 --> 00:03:07: expertise,
00:03:07 --> 00:03:11: Deborah guides high performing leaders and entrepreneurs
out of anxiety
00:03:11 --> 00:03:14: driven performance and supports them in creating a more
sustainable
00:03:15 --> 00:03:17: lifestyle while still enjoying optimal success.

00:03:17 --> 00:03:20: Fueled by the motto, expand and inspire,
00:03:20 --> 00:03:23: Deborah challenges her audience and her clients to
rediscover who
00:03:23 --> 00:03:23: they are.
00:03:23 --> 00:03:26: Get out of chaos and gain the clarity and confidence
00:03:26 --> 00:03:30: to expand their full potential and inspire others to do
00:03:30 --> 00:03:30: the same.
00:03:30 --> 00:03:33: Deborah is also the host of the Stellar Life Project
00:03:33 --> 00:03:36: Podcast where she interviews inspiring leaders and shares
tools and
00:03:37 --> 00:03:40: strategies to help her audience bounce back from and avoid
00:03:40 --> 00:03:43: burnout while still experiencing success on their terms.
00:03:43 --> 00:03:47: You can find the stellar Life Project podcast wherever you
00:03:47 --> 00:03:48: listen to podcasts.
00:03:48 --> 00:03:50: I know I'm really looking forward to hearing from her,
00:03:50 --> 00:03:53: so without further ado and I'll turn things over to
00:03:53 --> 00:03:54: Deborah.
00:03:54 --> 00:03:57: Hannah, thank you so much.
00:03:57 --> 00:04:00: Hello and welcome everyone. I'm so pleased to be here
00:04:00 --> 00:04:03: and I am just so excited to support the Women's
00:04:03 --> 00:04:05: Leadership initiative of U Li.
00:04:05 --> 00:04:08: As you heard I have some connections.
00:04:08 --> 00:04:12: Oh sorry, one of my favorite people just popped on
00:04:12 --> 00:04:13: the screen.
00:04:13 --> 00:04:17: How hello Patty and hello to everyone else.
00:04:17 --> 00:04:20: So let's just get started right away.
00:04:20 --> 00:04:22: I'm going to tell you I'm going to share my
00:04:22 --> 00:04:24: screen with you in just a moment.
00:04:24 --> 00:04:28: But before we do that I have.
00:04:28 --> 00:04:31: A request of you and that was for you to
00:04:31 --> 00:04:34: give me two words in the chat of how you're
00:04:34 --> 00:04:38: feeling right now and just whatever 2 words come to
00:04:38 --> 00:04:42: mind so. You might be feeling a little bit tired.
00:04:42 --> 00:04:45: You might be excited. You might be a little bit
00:04:45 --> 00:04:45: blood.
00:04:45 --> 00:04:47: You might feel a little bit burnt out.
00:04:47 --> 00:04:49: He might feel really happy or good.
00:04:49 --> 00:04:50: Maybe had a great lunch.
00:04:50 --> 00:04:54: So take a moment and just pop a couple words
00:04:54 --> 00:04:55: in the chat.
00:04:57 --> 00:05:00: And if you can do that while I go to
00:05:01 --> 00:05:01: my.

00:05:01 --> 00:05:05: Slidedeck burned out and hopeful yes Darren,
00:05:05 --> 00:05:09: welcome well. You're in the right place.
00:05:09 --> 00:05:16: That's awesome. Excited and burned out.
00:05:16 --> 00:05:18: Oh, there's a theme emerging already.
00:05:22 --> 00:05:25: Wonderful, OK, I'm going to go over to my slide
00:05:25 --> 00:05:28: deck and share if you can keep doing that for
00:05:28 --> 00:05:31: me that would be great and let's get this on
00:05:31 --> 00:05:37: full screen. Alright, overwhelmed. Expected grateful,
00:05:38 --> 00:05:42: great thank you. It's good to see you all here.
00:05:42 --> 00:05:45: Alright I'm going to hide Speaker view there we go
00:05:45 --> 00:05:45: so.
00:05:45 --> 00:05:49: As you continue to drop those words in tired but
00:05:50 --> 00:05:50: grateful.
00:05:50 --> 00:05:53: Yes yes, I hear you.
00:05:53 --> 00:05:57: So what we're going to cover today is.
00:05:57 --> 00:05:59: Blah, but feeling lighter than last year.
00:05:59 --> 00:06:01: Yes, I hear you too.
00:06:01 --> 00:06:04: So I'm going to share with you five keys for
00:06:04 --> 00:06:05: avoiding burnout,
00:06:05 --> 00:06:09: for bouncing back from burnout and creating optimal success
and
00:06:09 --> 00:06:13: optimal optimal performance by being your own best leader,
00:06:13 --> 00:06:16: you know. Karen, it's OK for you have a snack
00:06:16 --> 00:06:17: right now.
00:06:17 --> 00:06:19: While we do this, but stay close to your computer
00:06:19 --> 00:06:21: 'cause we are going to have breakout rooms and have
00:06:22 --> 00:06:23: a chance to get to know some of the other
00:06:23 --> 00:06:28: people on the call. And.
00:06:28 --> 00:06:29: I want you to know a little bit about me.
00:06:29 --> 00:06:33: Thank you Hannah for that wonderful introduction and what
you
00:06:33 --> 00:06:37: didn't include in the introduction because I didn't give it
00:06:37 --> 00:06:40: to you is that I am a recovering perfectionist.
00:06:40 --> 00:06:45: A recovering hyper achiever and I am a multiple time
00:06:45 --> 00:06:47: burnout expert.
00:06:47 --> 00:06:48: So I've been down that road.
00:06:48 --> 00:06:49: I've been where you are,
00:06:49 --> 00:06:52: that feeling of burnout and feeling you can never get
00:06:52 --> 00:06:53: out of it and.
00:06:53 --> 00:06:57: It brought me to this place where I had compromised
00:06:57 --> 00:06:57: my health,
00:06:57 --> 00:07:00: my relationship, everything, and I knew I had to make
00:07:00 --> 00:07:02: a change and that really started on the journey that

00:07:02 --> 00:07:04: I called the stellar Life Project,
00:07:04 --> 00:07:06: which is really just going to be a blog and
00:07:06 --> 00:07:09: then has become a whole coaching business and a podcast
00:07:09 --> 00:07:11: and a bunch of other things.
00:07:11 --> 00:07:15: Programs that I now share with other people because at
00:07:15 --> 00:07:19: the heart I'm a teacher and when I find something
00:07:19 --> 00:07:22: that works I need to share it so.
00:07:22 --> 00:07:26: We're going to deal with the overwhelmed today and
overwhelmed
00:07:26 --> 00:07:29: by the juggle Nikki and the all of the things
00:07:29 --> 00:07:32: that you were having to manage in life in the
00:07:32 --> 00:07:36: 21st century in the middle of a pandemic just anytime.
00:07:36 --> 00:07:38: And so I've got a lot of wisdom and a
00:07:38 --> 00:07:41: lot of tools and a lot of experience to share
00:07:41 --> 00:07:43: about things that have worked for me.
00:07:43 --> 00:07:46: Things that have worked for my clients and I'm going
00:07:46 --> 00:07:49: to share with you as much of it as I
00:07:49 --> 00:07:50: can in the time we have together.
00:07:50 --> 00:07:54: Obviously we've only got. About two hours together and I'm
00:07:54 --> 00:07:56: not going to give you everything,
00:07:56 --> 00:07:58: but I am going to give you as much as
00:07:58 --> 00:08:01: I possibly can so you can take these tools away
00:08:01 --> 00:08:04: and work on them so that you can experience some
00:08:04 --> 00:08:08: relief from that overwhelming from that feeling of burnout.
00:08:08 --> 00:08:12: And. Then I have a gift for you at the
00:08:12 --> 00:08:14: end of the call,
00:08:14 --> 00:08:16: so you stay. Stay with us the whole time we've
00:08:16 --> 00:08:17: got a gift for you.
00:08:17 --> 00:08:18: It's going to help you take it deeper,
00:08:18 --> 00:08:21: and I will also share with you how you can
00:08:21 --> 00:08:25: go deeper with me and some of my programs if
00:08:25 --> 00:08:29: that's something that is inspiring and and something you'd
like
00:08:29 --> 00:08:33: to do, OK, so let's get in.
00:08:33 --> 00:08:36: Before we do, I almost forgot this slide.
00:08:36 --> 00:08:41: I have some requests of you and here they are.
00:08:41 --> 00:08:44: I'd like you to listen for insight,
00:08:44 --> 00:08:48: not agreement. There's nothing new under the Sun.
00:08:48 --> 00:08:51: I have not invented some new system.
00:08:51 --> 00:08:54: That's a magic bullet. But I found some things at
00:08:54 --> 00:08:57: work and I found things that I've tweaked a little
00:08:57 --> 00:09:01: bit and you may have heard something like this before.

00:09:01 --> 00:09:04: You may have heard actually what I'm sharing before.
00:09:04 --> 00:09:06: And it's really easy to go.
00:09:06 --> 00:09:08: Yeah, I know that already.
00:09:08 --> 00:09:11: And miss the insight part that is going to really
00:09:11 --> 00:09:12: change your life.
00:09:12 --> 00:09:14: Because when we're listening for insight,
00:09:14 --> 00:09:18: that's when or real shift can happen in our experience
00:09:18 --> 00:09:21: and in our awareness of ourselves and the world.
00:09:21 --> 00:09:23: And so it's like listening for music.
00:09:23 --> 00:09:25: You don't listen from you to music like OK,
00:09:25 --> 00:09:27: I like that. No, I don't like that note.
00:09:27 --> 00:09:30: OK, not that. Note you listen for the whole experience
00:09:30 --> 00:09:33: and so that's why I invite you to do today.
00:09:33 --> 00:09:35: The next request I have of you is that you
00:09:35 --> 00:09:36: listen with intention,
00:09:36 --> 00:09:40: intention to find the inspiration for a microshift.
00:09:42 --> 00:09:47: You don't need a radical transformation or radical overhaul of
00:09:47 --> 00:09:48: your entire life,
00:09:48 --> 00:09:52: 'cause that probably feels really overwhelming right now.
00:09:52 --> 00:09:55: If you're feeling overwhelmed already and a little bit burnt
00:09:55 --> 00:09:55: out.
00:09:55 --> 00:09:59: But if you could take a microshift from today.
00:09:59 --> 00:10:02: I guarantee you that will make a big difference in
00:10:03 --> 00:10:04: the big picture.
00:10:04 --> 00:10:07: I also request that you drop the shoulds.
00:10:07 --> 00:10:11: If you're anything like me and you're a recovering
perfectionist,
00:10:11 --> 00:10:14: and recovering hyper achiever, you might hear some of this
00:10:15 --> 00:10:15: and go.
00:10:15 --> 00:10:16: Oh, I know this already.
00:10:16 --> 00:10:18: I should have been doing it.
00:10:18 --> 00:10:19: Why am I not doing this?
00:10:19 --> 00:10:21: And then you take that piece of advice or wisdom
00:10:21 --> 00:10:23: I give you and you use it as a weapon
00:10:23 --> 00:10:26: and you beat yourself up with it and my request
00:10:26 --> 00:10:29: is that you don't do that because inspiration is a
00:10:30 --> 00:10:33: much more powerful motivator than guilt.
00:10:33 --> 00:10:36: And finally. One more request of you and I appreciate
00:10:36 --> 00:10:39: all of you have already done this is when I
00:10:39 --> 00:10:41: ask for you to share something.
00:10:41 --> 00:10:45: The chat, if you could do that because I can't
00:10:45 --> 00:10:45: see you.

00:10:45 --> 00:10:48: And sadly when we first were planning this workshop we
00:10:48 --> 00:10:49: had,
00:10:49 --> 00:10:51: we had our fingers crossed that we were gonna be
00:10:51 --> 00:10:53: able to do this in person where I could see
00:10:53 --> 00:10:56: your faces and that didn't happen and we're here together.
00:10:56 --> 00:10:59: Thanks thanks to the technology gods that were able to
00:10:59 --> 00:11:00: do this.
00:11:00 --> 00:11:02: We're able to connect in this way so I get
00:11:02 --> 00:11:05: really charged up by knowing you're there by.
00:11:05 --> 00:11:07: Being with my audience and I can't see you so
00:11:07 --> 00:11:10: it really helps me out when I make a request
00:11:10 --> 00:11:12: for you to make a comment in the chat.
00:11:12 --> 00:11:14: If you do so, 'cause it lets me know you're
00:11:14 --> 00:11:17: still there and you're still with me as well.
00:11:17 --> 00:11:21: You know there's other ways that we can use the
00:11:21 --> 00:11:22: features of them.
00:11:22 --> 00:11:26: The buttons with the emojis as well,
00:11:26 --> 00:11:29: and but mostly I can only see the chat.
00:11:29 --> 00:11:31: So please when I asked to do that,
00:11:31 --> 00:11:33: if you did that, be awesome.
00:11:33 --> 00:11:35: Thank you. Alright, that's it for the housekeeping stuff.
00:11:35 --> 00:11:38: Let's get into this, so we're going to talk about
00:11:38 --> 00:11:41: personal leadership today and personal leadership is a
buzzword that
00:11:41 --> 00:11:44: you've probably been hearing a lot of in the last
00:11:44 --> 00:11:49: couple of years, and I think it's important that we
00:11:49 --> 00:11:53: take the time to define the terms we're using.
00:11:53 --> 00:11:58: Because otherwise we're just tossing them around and they
don't
00:11:58 --> 00:12:00: really have any place to land for us.
00:12:00 --> 00:12:03: And so when we define personal leadership,
00:12:03 --> 00:12:06: here's the definition that comes up when you Google.
00:12:06 --> 00:12:10: It is the ability to develop and utilize your positive
00:12:10 --> 00:12:14: leadership traits to guide the direction of your life instead
00:12:14 --> 00:12:17: of letting time and chance determine your course.
00:12:17 --> 00:12:20: Now that sounds good, doesn't it?
00:12:20 --> 00:12:23: But here's the thing. It doesn't tell us anything about
00:12:24 --> 00:12:27: what those positive leadership traits are and how I like
00:12:27 --> 00:12:31: to approach this idea of personal leadership is looking at
00:12:31 --> 00:12:35: what makes great leaders and the quality of great leaders.
00:12:35 --> 00:12:39: And so that's what we're going to start with today
00:12:39 --> 00:12:42: is looking at those characteristics of great leaders.

00:12:42 --> 00:12:46: We've all had them. Some of you probably are them,
00:12:46 --> 00:12:48: and. I want you to spend some time we're going
00:12:48 --> 00:12:51: to send you to some breakout groups right now.
00:12:51 --> 00:12:54: Give you a chance to meet somebody else here.
00:12:54 --> 00:12:56: 'cause I think community is really important.
00:12:56 --> 00:12:58: One of the things that has caused a lot of
00:12:58 --> 00:13:01: the burnout over the past year is that we don't
00:13:02 --> 00:13:05: get opportunities to connect the way we used to.
00:13:05 --> 00:13:07: I'm hearing from a lot of people that what they're
00:13:07 --> 00:13:07: really,
00:13:07 --> 00:13:10: really missing is that that drive by chat.
00:13:10 --> 00:13:11: You know when somebody walks by your desk and say,
00:13:11 --> 00:13:13: hey, I just got one question for you.
00:13:13 --> 00:13:15: Or you bump into somebody in the lunch room and
00:13:15 --> 00:13:16: they're like,
00:13:16 --> 00:13:17: Oh yeah, you know that thing and.
00:13:17 --> 00:13:20: What do you think about that and and just those
00:13:20 --> 00:13:22: kind of spontaneous conversations?
00:13:22 --> 00:13:25: So we're missing those, and so I like to build
00:13:25 --> 00:13:28: an opportunity for connection right from the get go to
00:13:28 --> 00:13:31: warm you up to being a part of a group
00:13:31 --> 00:13:32: today. So in your breakout groups,
00:13:32 --> 00:13:35: Shannon is going to send you there in a moment.
00:13:35 --> 00:13:37: You're going to introduce yourselves.
00:13:37 --> 00:13:42: You're going to share one experience that you've had with
00:13:42 --> 00:13:43: a great leader.
00:13:43 --> 00:13:46: And what made them great?
00:13:46 --> 00:13:47: And together as a group,
00:13:47 --> 00:13:49: you're going to come up with a list of at
00:13:49 --> 00:13:51: least five qualities of a great leader,
00:13:51 --> 00:13:53: and I'm going to ask that one person from the
00:13:53 --> 00:13:56: group share those five qualities in the chat.
00:13:56 --> 00:13:57: You can help each other out if you want to
00:13:57 --> 00:13:59: have more than one person from the group,
00:13:59 --> 00:14:02: do that. That's fine. Maybe each one of you takes
00:14:02 --> 00:14:03: a couple.
00:14:03 --> 00:14:05: You guys sort that out.
00:14:05 --> 00:14:08: But share one experience with that great leader and keep
00:14:08 --> 00:14:09: it short like this.
00:14:09 --> 00:14:11: So I'll give you an example when I.
00:14:11 --> 00:14:14: Ask that question. Who's a great leader?
00:14:14 --> 00:14:18: I know the one person who always comes to mind

00:14:18 --> 00:14:21: for me is a leader that I worked with and
00:14:21 --> 00:14:23: when he hired me he said to me my job
00:14:23 --> 00:14:28: is important only insofar as it allows you to do
00:14:28 --> 00:14:29: yours.
00:14:29 --> 00:14:33: And I was blown away because I was coming from
00:14:33 --> 00:14:37: a place where there was a very us them relationship
00:14:37 --> 00:14:40: between the leaders and the staff.
00:14:40 --> 00:14:42: And so to be in a place and be working
00:14:42 --> 00:14:45: with a leader who said that his job was important
00:14:45 --> 00:14:48: only insofar as it allows me to do mine was
00:14:48 --> 00:14:50: so inspiring and so motivating.
00:14:50 --> 00:14:53: He was. So he was humble.
00:14:53 --> 00:14:55: He was caring. I was,
00:14:55 --> 00:14:57: I felt so supported by him,
00:14:57 --> 00:15:00: and he actually. Walked the talk too,
00:15:00 --> 00:15:02: which was awesome, so we're going to send you to
00:15:02 --> 00:15:04: your groups or there's going to be four people in
00:15:04 --> 00:15:06: your group that you're going to have 5 minutes.
00:15:06 --> 00:15:13: So each person takes a minute to introduce yourself.
00:15:13 --> 00:15:17: Say where you're from and share one experience really short
00:15:17 --> 00:15:18: with a great leader.
00:15:18 --> 00:15:21: What are the qualities that you admired about that person?
00:15:21 --> 00:15:23: Together in that last minute,
00:15:23 --> 00:15:25: you'll collect water. Those five qualities,
00:15:25 --> 00:15:28: and then you'll come back ready to share those.
00:15:28 --> 00:15:34: OK, everybody, OK? Welcome back everyone.
00:15:34 --> 00:15:38: Welcome back so. There's still,
00:15:38 --> 00:15:39: yeah, they're still coming back.
00:15:47 --> 00:15:50: They'll be back for sure within about 10 seconds,
00:15:50 --> 00:15:55: not even perfect. So as you're coming back into the
00:15:55 --> 00:15:56: main room.
00:15:56 --> 00:16:01: Take a moment to drop your characteristics of a great
00:16:01 --> 00:16:06: leader in the chat and let's add to this so
00:16:06 --> 00:16:08: I already made a list.
00:16:08 --> 00:16:10: As you can see, but I know that you guys
00:16:10 --> 00:16:11: will have come up with more.
00:16:11 --> 00:16:13: You folks will have come up with more than I
00:16:13 --> 00:16:14: have here,
00:16:14 --> 00:16:16: so let's add to them and don't worry about if
00:16:16 --> 00:16:17: it's already on my list.
00:16:17 --> 00:16:18: Just drop them in the chat.
00:16:18 --> 00:16:24: Let's see what came out of your collaboration with your

00:16:24 --> 00:16:25: groups.

00:16:30 --> 00:16:32: Great leaders takes a bullet for you.

00:16:32 --> 00:16:35: Invest in employee, personal and professional growth.

00:16:35 --> 00:16:39: Yes, approachable open door policy.

00:16:39 --> 00:16:44: Finds times supportive listening and understanding team perspectives.

00:16:44 --> 00:16:46: Attentive listening brings you up,

00:16:46 --> 00:16:50: approachable, genuine, yes, empowering it,

00:16:50 --> 00:16:51: trust and respect to the team.

00:16:54 --> 00:16:57: Defers to staff expertise and love that one.

00:16:57 --> 00:16:58: 'cause there's that piece about delegating.

00:16:58 --> 00:16:59: We're going to get to that later.

00:16:59 --> 00:17:03: UM, empowers you to trust yourself.

00:17:03 --> 00:17:06: Commits resources to growth. See how we can do that

00:17:06 --> 00:17:07: for ourselves,

00:17:07 --> 00:17:10: right? Freedom to contribute supportive,

00:17:10 --> 00:17:14: appreciative, vulnerable, ready to challenge.

00:17:14 --> 00:17:17: Appreciate unique styles of work wonderful,

00:17:17 --> 00:17:21: so Sean, let's make sure we save that 'cause I

00:17:21 --> 00:17:24: am absolutely loving what's coming in the chat.

00:17:24 --> 00:17:29: Appreciate staff contributions how. How can you appreciate yourself brings

00:17:29 --> 00:17:31: you up in a on a a thought they had

00:17:31 --> 00:17:32: only to succeed.

00:17:32 --> 00:17:35: If you see turn mistakes into teachable moments,

00:17:35 --> 00:17:39: beautiful. So many great things here right?

00:17:39 --> 00:17:42: And if you think about it all these wonderful characteristics

00:17:42 --> 00:17:43: of a great leader,

00:17:43 --> 00:17:47: could you imagine? What would be available for you if

00:17:47 --> 00:17:52: you turned those qualities on yourself and you applied them

00:17:52 --> 00:17:55: to yourself and apply them to your own life?

00:17:55 --> 00:17:58: You allowed yourself to turn mistakes into teachable moments.

00:17:58 --> 00:18:02: You allowed yourself to commit resources to your growth.

00:18:02 --> 00:18:06: You allowed yourself to appreciate your own contributions to your

00:18:06 --> 00:18:07: life.

00:18:07 --> 00:18:11: Think about all those things that you could have,

00:18:11 --> 00:18:16: so let's look at the keys I've taken.

00:18:16 --> 00:18:20: Combination of the ones that I have that really speak

00:18:20 --> 00:18:22: to a lot of the things you guys have mentioned

00:18:23 --> 00:18:26: here today and I've boiled them down to five keys.

00:18:26 --> 00:18:29: Five leadership traits. So we're going to spend some time

00:18:29 --> 00:18:31: working on and looking at today.

00:18:31 --> 00:18:33: It doesn't mean these are the only ones 'cause there's

00:18:33 --> 00:18:34: some others you've come up with,

00:18:34 --> 00:18:37: but I think these are the umbrella ones that you'll

00:18:37 --> 00:18:37: find.

00:18:37 --> 00:18:39: Have boiled it down for you,

00:18:39 --> 00:18:46: so let's dive in to key number one to avoiding.

00:18:46 --> 00:18:51: Burnout, protecting yourself from it bouncing back from it and

00:18:51 --> 00:18:54: getting peak performance from yourself.

00:18:54 --> 00:19:00: And that's tuning in. Tuning in to your needs greatly.

00:19:00 --> 00:19:04: Leaders tune in to what their team needs to succeed

00:19:04 --> 00:19:08: and you didn't use exactly those words,

00:19:08 --> 00:19:10: but somebody mentioned that in the chat is that they're

00:19:11 --> 00:19:13: aware of what the team needs so that they can

00:19:13 --> 00:19:14: be successful.

00:19:14 --> 00:19:16: So how can you do that for yourself?

00:19:16 --> 00:19:19: One way is to ask this question.

00:19:19 --> 00:19:22: If your body could talk.

00:19:22 --> 00:19:25: What would it say about your life right now?

00:19:25 --> 00:19:30: And I'm really big on body awareness and I'm a

00:19:30 --> 00:19:33: former dancer and dance instructor and.

00:19:33 --> 00:19:37: I'm very always been very aware of my body and

00:19:37 --> 00:19:39: even for me I was kind of tuned out for

00:19:39 --> 00:19:41: a while and let her in.

00:19:41 --> 00:19:44: And so there's a really great question to ask yourself

00:19:44 --> 00:19:45: if your body could talk,

00:19:45 --> 00:19:47: what would it say about your life right now?

00:19:47 --> 00:19:49: And if you're willing to tune into the wisdom of

00:19:49 --> 00:19:50: your body,

00:19:50 --> 00:19:54: you can access the Wellness and joy that you were

00:19:54 --> 00:19:58: actually made to experience as a human.

00:19:58 --> 00:20:02: Another question that we asked ourselves in relationship to

00:20:02 --> 00:20:04: tuning

00:20:04 --> 00:20:07: into our needs is if life is given gives us

00:20:07 --> 00:20:10: messages before lessons problems in crisis,

00:20:10 --> 00:20:13: what messages might life be sending you?

00:20:13 --> 00:20:17: Right now I have a client who has been injured

00:20:17 --> 00:20:21: herself twice in the past week and gotten sick and

00:20:21 --> 00:20:25: she's like wow the messages to slow down 'cause she's

00:20:25 --> 00:20:27: been rushing and rushing everything and fell down some

00:20:27 --> 00:20:29: stairs

00:20:25 --> 00:20:27: because she was rushing.

00:20:27 --> 00:20:29: Sometimes the messages are really clear,

00:20:29 --> 00:20:32: slow down, and sometimes it's just this slow burning out
00:20:32 --> 00:20:36: of our nervous system 'cause we're not paying attention.
00:20:36 --> 00:20:39: So ask yourself, how are you responding to these
messages?
00:20:39 --> 00:20:40: Oh, and by the way,
00:20:40 --> 00:20:43: didn't mention the workbook, so Shannon sent out earlier
today.
00:20:43 --> 00:20:47: A companion guide workbook for this talk today and for
00:20:47 --> 00:20:51: this workshop that has these questions in it.
00:20:51 --> 00:20:52: So don't worry about screenshotting.
00:20:52 --> 00:20:56: Don't worry about writing things down because I've given you
00:20:56 --> 00:20:57: all of the questions.
00:20:57 --> 00:20:59: And all of the instructions are in that workbook,
00:20:59 --> 00:21:02: so you can either work through them as we're talking
00:21:02 --> 00:21:03: through this today,
00:21:03 --> 00:21:08: or you can reflect on it and go deeper later.
00:21:08 --> 00:21:10: So I'm sending you back to some breakout rooms,
00:21:10 --> 00:21:15: and this time I want to talk complete these sentences.
00:21:15 --> 00:21:19: My self care goes out the window when filling the
00:21:20 --> 00:21:23: blank and what I need to succeed.
00:21:23 --> 00:21:27: Is this I need blank to succeed?
00:21:27 --> 00:21:29: Go with whatever the first thing that comes up for
00:21:29 --> 00:21:32: you is 'cause usually the first thing is true.
00:21:32 --> 00:21:34: Don't overthink it. And if you want to go deeper,
00:21:34 --> 00:21:39: go deeper. But identifying what you need is really key,
00:21:39 --> 00:21:43: so you might I need 8 hours of sleep to
00:21:43 --> 00:21:44: succeed.
00:21:44 --> 00:21:47: I need 8 hours of sleep to feel good,
00:21:47 --> 00:21:49: so you don't have to have the word succeed in
00:21:49 --> 00:21:49: there.
00:21:49 --> 00:21:51: It could be feel good whatever works for you,
00:21:51 --> 00:21:54: but we're going to go back into our groups.
00:21:54 --> 00:21:57: And work on those two sentences and Shannon will
broadcast
00:21:57 --> 00:21:58: them to you.
00:21:58 --> 00:21:59: So you've got them myself.
00:21:59 --> 00:22:01: Care goes out the window when.
00:22:01 --> 00:22:05: I need blank to succeed.
00:22:05 --> 00:22:09: OK, so Shannon, whenever you're ready you can send them
00:22:09 --> 00:22:10: out.
00:22:13 --> 00:22:14: We're going to give you about four minutes to do.
00:22:26 --> 00:22:30: Welcome back everyone. Welcome back.
00:22:33 --> 00:22:36: So I would love it if right now you would

00:22:36 --> 00:22:38: as you're coming back into the room,
00:22:38 --> 00:22:39: just pop into the chat.
00:22:39 --> 00:22:43: What was that thing that you identified as a need?
00:22:43 --> 00:22:46: I was in one of the rooms and some of
00:22:46 --> 00:22:48: the things that came up were space,
00:22:48 --> 00:22:51: space to just concentrate on one thing.
00:22:51 --> 00:22:57: Another was exercise so that I can have the energy
00:22:57 --> 00:23:00: to focus another was time to relax.
00:23:00 --> 00:23:03: So if you can just put in the chat what
00:23:04 --> 00:23:06: was that thing that you identified,
00:23:06 --> 00:23:09: and I'm sure there's more than one that you need,
00:23:09 --> 00:23:11: but just throw them out there,
00:23:11 --> 00:23:13: 'cause you might actually what you came up with might
00:23:13 --> 00:23:15: inspire somebody who wasn't in your room.
00:23:15 --> 00:23:17: Go, yeah, yeah, I need that too,
00:23:17 --> 00:23:26: OK? Yeah, so Jeff says he needs relaxing time.
00:23:26 --> 00:23:31: And. Exercise me time. Yeah,
00:23:31 --> 00:23:35: permission to turn off the phone.
00:23:35 --> 00:23:38: Ah, list to feel organized.
00:23:38 --> 00:23:40: You're going to love the part Jillian where I say
00:23:40 --> 00:23:41: ditch that list.
00:23:41 --> 00:23:45: Uhm, prioritize yourself over setting boundaries.
00:23:45 --> 00:23:50: Yes, rest and exercise. Or Colleen that reduced work
00:23:50 --> 00:23:52: schedule
00:23:52 --> 00:23:57: to four days.
00:23:52 --> 00:23:57: There's a wonderful book called Do less by what's her
00:23:57 --> 00:23:58: name?
00:23:58 --> 00:24:02: Kate Northrup and she's she tells a story about how
00:24:02 --> 00:24:03: there's that in.
00:24:03 --> 00:24:05: I think it's Iceland and they're they've got four day
00:24:05 --> 00:24:06: work week.
00:24:06 --> 00:24:09: They're promoting and they're looking to like there's research
00:24:09 --> 00:24:11: showing
00:24:09 --> 00:24:11: that even we can do a lot in three days
00:24:11 --> 00:24:12: so.
00:24:12 --> 00:24:15: Let's I'm on the parade for that one like let's
00:24:15 --> 00:24:19: join that that movement to shorten the workweek.
00:24:19 --> 00:24:21: It would we could double the labor force by having
00:24:21 --> 00:24:22: us work half the time,
00:24:22 --> 00:24:23: right? You work four days.
00:24:23 --> 00:24:25: I work four days and we all trade off and
00:24:25 --> 00:24:26: we keep things going.

00:24:26 --> 00:24:27: It would be just awesome.

00:24:27 --> 00:24:33: I mean, off my soapbox now more outdoor time meditation

00:24:33 --> 00:24:33: time.

00:24:33 --> 00:24:37: Rest and exercise pretty good sense of what you need

00:24:37 --> 00:24:40: and then we come back to my question is like

00:24:40 --> 00:24:44: if you're going to be the greatest leader of yourself.

00:24:44 --> 00:24:46: How are you going to give yourself that time?

00:24:46 --> 00:24:50: What are you going to do for yourself to make

00:24:50 --> 00:24:54: sure that those needs are met and in the group?

00:24:54 --> 00:24:57: I was in an. One of the the people in

00:24:57 --> 00:24:58: my group,

00:24:58 --> 00:25:03: who by sheer coincidence happens to be a client of

00:25:03 --> 00:25:03: mine,

00:25:03 --> 00:25:06: was saying oh he needs to delegate.

00:25:06 --> 00:25:08: Well, actually and I and I said,

00:25:08 --> 00:25:10: well, actually delegating in what you need.

00:25:10 --> 00:25:12: Delegating how you're going to get what you need.

00:25:12 --> 00:25:15: Right, and so let's focus on how are you going

00:25:15 --> 00:25:17: to get what you need?

00:25:17 --> 00:25:19: How are you going to give yourself what you need?

00:25:19 --> 00:25:22: Let's go back to my my screen and my clients

00:25:23 --> 00:25:25: and there's a few of them on the line.

00:25:25 --> 00:25:31: Actually, who? I've heard me say this before.

00:25:31 --> 00:25:38: Successful people tell themselves stories about how things

00:25:38 --> 00:25:41: will go.

00:25:38 --> 00:25:41: So what's the story you want to start telling yourself

00:25:42 --> 00:25:44: about how you will make sure your needs are met?

00:25:47 --> 00:25:49: So I'm going to use the example of Karen,

00:25:49 --> 00:25:54: who said she needs space to focus on one thing.

00:25:54 --> 00:25:56: And you might start Karen and the rest of you

00:25:56 --> 00:25:59: can take this as an example and turn it into

00:25:59 --> 00:25:59: your own story.

00:25:59 --> 00:26:01: And I'm going to invite you in a moment to

00:26:02 --> 00:26:04: write your story in the chat and it can go

00:26:04 --> 00:26:05: something like this.

00:26:05 --> 00:26:10: Really short. I am the kind of person who makes

00:26:10 --> 00:26:15: space so that I can concentrate on one thing at

00:26:15 --> 00:26:15: a time.

00:26:15 --> 00:26:18: You'll notice there's no how we win there,

00:26:18 --> 00:26:22: and that's on purpose because our brains are these amazing

00:26:22 --> 00:26:25: machines that you tell it something and it will set

00:26:25 --> 00:26:27: about ways to make it true.

00:26:27 --> 00:26:30: So if you tell your brain I am the kind
00:26:30 --> 00:26:33: of person who gets 8 hours sleep every night,
00:26:33 --> 00:26:35: and you keep telling yourself that story,
00:26:35 --> 00:26:40: you will find a way to make that happen.
00:26:40 --> 00:26:42: Some people try to say I'm the kind of person
00:26:42 --> 00:26:44: who does really well on four hours sleep,
00:26:44 --> 00:26:46: which may not be true for your body,
00:26:46 --> 00:26:48: so that may not work in reverse.
00:26:48 --> 00:26:51: But if you know what you need.
00:26:51 --> 00:26:54: And you tell yourself the story,
00:26:54 --> 00:26:58: that you're the kind of person who does that for
00:26:58 --> 00:26:59: yourself.
00:26:59 --> 00:27:02: There's a better chance of you moving in that direction
00:27:02 --> 00:27:02: really.
00:27:02 --> 00:27:04: So much of the work that I do as a
00:27:04 --> 00:27:07: coach in leadership training on the my clients.
00:27:07 --> 00:27:11: Going to test this is about changing your language that
00:27:11 --> 00:27:15: you use on yourself and if you start telling a
00:27:15 --> 00:27:15: story about.
00:27:15 --> 00:27:18: What kind of person you are?
00:27:18 --> 00:27:21: Then you will find that you'll start to find ways
00:27:21 --> 00:27:23: to make that happen.
00:27:23 --> 00:27:28: Zero. I'm the kind of person who exercises regularly.
00:27:28 --> 00:27:30: I'm the kind of person who eats well.
00:27:30 --> 00:27:34: I'm the kind of person who doesn't let myself care,
00:27:34 --> 00:27:39: followed by the wayside when someone else has a need.
00:27:39 --> 00:27:44: So go ahead and pop those in the chat.
00:27:44 --> 00:27:45: I'm going to pull down the chat so I can
00:27:46 --> 00:27:46: see it.
00:27:48 --> 00:27:51: What's the story you want to tell yourself?
00:27:51 --> 00:27:53: It starts with. I am the kind of person who
00:27:53 --> 00:27:54: so I marry.
00:27:54 --> 00:27:58: You might say I'm the kind of person who takes
00:27:58 --> 00:28:02: time for outdoors and for meditation.
00:28:02 --> 00:28:05: Carrie you I'm. I'm the kind of person takes time
00:28:05 --> 00:28:06: for reading.
00:28:06 --> 00:28:08: Patty Patty's done it thank you Patty.
00:28:08 --> 00:28:12: I'm the kind of person who listens to myself before
00:28:12 --> 00:28:13: making decisions.
00:28:13 --> 00:28:15: OK, so we can guess what Patty said her need
00:28:15 --> 00:28:16: was.
00:28:16 --> 00:28:19: She needs to slow down before she says yes to

00:28:19 --> 00:28:22: somebody else is need or makes a decision.

00:28:22 --> 00:28:25: Yes, constanza. I'm the kind of person who takes time

00:28:25 --> 00:28:28: for her forgotten but beloved hobbies.

00:28:28 --> 00:28:31: Woo, I got shivers when I read that one could

00:28:31 --> 00:28:31: stand it.

00:28:31 --> 00:28:34: 'cause guess what? Just see what opens up for you

00:28:34 --> 00:28:37: when you start making that claim for yourself and saying

00:28:37 --> 00:28:39: to that to yourself everyday.

00:28:39 --> 00:28:42: Darren says, I'm the kind of person who prioritizes self

00:28:42 --> 00:28:43: care over work.

00:28:43 --> 00:28:47: Yes. Now. You've been telling yourself stories,

00:28:47 --> 00:28:51: other stories about. Oh, I have to answer this phone

00:28:52 --> 00:28:53: call right away.

00:28:53 --> 00:28:54: I have to respond to this client right away.

00:28:54 --> 00:28:55: I have to do this right away.

00:28:55 --> 00:28:57: I have to do a million things at once.

00:28:57 --> 00:29:00: You've been telling yourself all kinds of other stories for

00:29:01 --> 00:29:01: awhile now,

00:29:01 --> 00:29:03: and so they're pretty deep.

00:29:03 --> 00:29:06: Those grooves, whereas this one is new,

00:29:06 --> 00:29:09: so you're going to tell yourself lots of times what

00:29:09 --> 00:29:10: your story is.

00:29:10 --> 00:29:12: What's your news story? I'm the kind of person who

00:29:12 --> 00:29:13: validates myself for what I need.

00:29:13 --> 00:29:17: Yes, Nikki, I'm the kind of person who exercises and

00:29:17 --> 00:29:20: to destress and unwind from a long day.

00:29:20 --> 00:29:23: Yes, the owner and it can be something short.

00:29:23 --> 00:29:25: It doesn't have to be a 2 hour marathon run

00:29:25 --> 00:29:25: out right,

00:29:25 --> 00:29:29: right? I'm the kind of person who breaks his brakes

00:29:29 --> 00:29:30: to clear her mind.

00:29:30 --> 00:29:34: Yes Celine wonderful. OK, so and you can use that.

00:29:34 --> 00:29:37: I just I challenge you to use that technique of

00:29:37 --> 00:29:41: telling yourself story of how things are going to go.

00:29:41 --> 00:29:44: And I guarantee you if you practice it regularly you

00:29:44 --> 00:29:46: will see incredible shifts.

00:29:46 --> 00:29:49: Alright, that brings us to.

00:29:49 --> 00:29:54: Point number 2. Declutter let's declutter your life because

00:29:54 --> 00:29:59: great

00:29:54 --> 00:29:59: leaders make space for what matters they're willing to make

00:29:59 --> 00:30:04: tough choices about what and who needs to be eliminated

00:30:04 --> 00:30:07: to make space for what matters that came up in

00:30:07 --> 00:30:08: a discussion.

00:30:08 --> 00:30:10: The group that I was in somebody said they they

00:30:10 --> 00:30:12: Karen said you wanted space and I'm sure that many

00:30:12 --> 00:30:15: of you understand what that means that need for space

00:30:15 --> 00:30:19: just to concentrate to make space for what matters like

00:30:19 --> 00:30:21: those long forgotten hobbies.

00:30:21 --> 00:30:23: So the question is this,

00:30:23 --> 00:30:27: in your work book, what do you need to release

00:30:27 --> 00:30:31: from your life in order to make space for the

00:30:31 --> 00:30:33: priorities that bring you joy?

00:30:33 --> 00:30:36: And to take this a level deeper,

00:30:36 --> 00:30:39: what would you let go of if you knew you

00:30:39 --> 00:30:41: could do so without consequence?

00:30:41 --> 00:30:44: So I have that subquestion there,

00:30:44 --> 00:30:46: because often we go, I wouldn't.

00:30:46 --> 00:30:49: I'd stop doing that and then right away our brain

00:30:49 --> 00:30:50: goes but.

00:30:50 --> 00:30:53: But that would ruin my reputation or I would lose

00:30:53 --> 00:30:56: my job or they wouldn't be happy with me or

00:30:56 --> 00:30:59: they think I was a flake or whatever.

00:30:59 --> 00:31:02: Your story is, right? I told you we're telling ourselves

00:31:02 --> 00:31:03: stories all the time.

00:31:03 --> 00:31:06: So what would you? What would you like to release?

00:31:06 --> 00:31:10: And if you could do it without consequence?

00:31:10 --> 00:31:15: What would that be? And what do you want to

00:31:15 --> 00:31:19: invite more of into your life now?

00:31:19 --> 00:31:21: My clients are on the line.

00:31:21 --> 00:31:25: Know the fisherman story about Thomas Edison,

00:31:25 --> 00:31:30: the inventor of light bulb and many other things.

00:31:30 --> 00:31:34: Was known to be the most terrible fisherman.

00:31:34 --> 00:31:38: And yet he went fishing every afternoon.

00:31:38 --> 00:31:41: And the reason he was a terrible fisherman who never

00:31:41 --> 00:31:44: caught any fish is because he went fishing to put

00:31:44 --> 00:31:45: just to give himself space.

00:31:45 --> 00:31:50: He never put bait on the line.

00:31:50 --> 00:31:52: It's just that I guess there's a fisherman culture somebody

00:31:52 --> 00:31:55: else might know about this where you don't bother a

00:31:55 --> 00:31:56: fisherman or fishing,

00:31:56 --> 00:32:00: and so he got time to think he gave himself

00:32:00 --> 00:32:04: space and time to just think and reflect every day.

00:32:04 --> 00:32:07: And that's a theme that's come up as some of

00:32:07 --> 00:32:10: you are needing that and we get burnt out when

00:32:10 --> 00:32:13: we don't have time to reflect and give ourselves some
00:32:13 --> 00:32:16: space, so it may not be space in the Thomas
00:32:16 --> 00:32:17: Edison style,
00:32:17 --> 00:32:20: but what do you want to invite more of into
00:32:20 --> 00:32:21: your life?
00:32:21 --> 00:32:24: And so I've got an exercise for you,
00:32:24 --> 00:32:28: and I've given the instructions in the workbook that I
00:32:28 --> 00:32:31: gave you so that you can go deeper with this.
00:32:31 --> 00:32:34: But I called the done and more exercise and basically
00:32:34 --> 00:32:35: it's just that.
00:32:35 --> 00:32:37: What are you done with?
00:32:37 --> 00:32:39: What do you want more of?
00:32:39 --> 00:32:44: And these are actual examples from the first time I
00:32:44 --> 00:32:45: did this.
00:32:45 --> 00:32:50: I am done with thinking about work all the time
00:32:50 --> 00:32:55: and pressuring myself to be doing something important all
00:32:55 --> 00:32:55: the
00:32:55 --> 00:32:55: time.
00:32:55 --> 00:33:00: I want more lazy Saturday mornings with no set plans.
00:33:03 --> 00:33:06: I am a perfectionist, hyper achiever.
00:33:06 --> 00:33:07: I can be working all the time.
00:33:07 --> 00:33:10: I love my work. I can be doing it all
00:33:10 --> 00:33:13: the time and that's not healthy for me.
00:33:13 --> 00:33:18: I need space and breaks to recharge and to allow
00:33:19 --> 00:33:23: room for creativity just to happen so.
00:33:23 --> 00:33:27: I also I'm done with depriving myself of things I
00:33:27 --> 00:33:29: enjoy because they don't seem productive.
00:33:29 --> 00:33:32: Notice a theme? So maybe I'm not going to exercise
00:33:32 --> 00:33:36: right now because it's not productive doing that email is
00:33:36 --> 00:33:37: more important.
00:33:37 --> 00:33:39: I want more time in nature.
00:33:39 --> 00:33:40: I want more bubble baths.
00:33:40 --> 00:33:43: I want more time reading novels.
00:33:43 --> 00:33:46: OK, I was thinking about this this morning as I
00:33:46 --> 00:33:47: was reviewing my slides.
00:33:47 --> 00:33:50: Another thing that I would.
00:33:50 --> 00:33:54: I had I had had on there before I think
00:33:54 --> 00:33:58: was I am done with stressing out about housework.
00:33:58 --> 00:34:03: I want more of that spacious feeling of a clean
00:34:03 --> 00:34:04: home.
00:34:07 --> 00:34:08: And I didn't have to create it,
00:34:08 --> 00:34:10: so this is not about the how the how came

00:34:10 --> 00:34:13: I delegated that I hired somebody to clean my house,
00:34:13 --> 00:34:16: but it's more about the focus on the feeling that
00:34:16 --> 00:34:18: you want and then you will find a way to
00:34:18 --> 00:34:19: make it happen.
00:34:19 --> 00:34:21: It's like the storytelling. OK,
00:34:21 --> 00:34:23: so I'm going to send you out into or taxi.
00:34:23 --> 00:34:26: I'm not going to. Shannon is going to send you
00:34:26 --> 00:34:27: into breakout rooms.
00:34:27 --> 00:34:29: And I want you to pick one thing.
00:34:29 --> 00:34:30: You're gonna have new group,
00:34:30 --> 00:34:34: new new friends, and so take a moment to introduce
00:34:34 --> 00:34:37: yourself and then choose one thing you're like.
00:34:37 --> 00:34:42: I'm done with that. And focus on the feeling right,
00:34:42 --> 00:34:45: the pressure the I'm done with feeling overwhelmed all the
00:34:45 --> 00:34:46: time.
00:34:46 --> 00:34:48: Some of you might want to say and make a
00:34:48 --> 00:34:50: claim for what you want more of and try to
00:34:50 --> 00:34:52: be specific as well.
00:34:52 --> 00:34:55: Like I want more of feeling spacious and then kind
00:34:55 --> 00:34:57: of stretch it a little bit too.
00:34:57 --> 00:34:58: I'd like more lazy Saturday mornings.
00:34:58 --> 00:35:03: I'd like more space to exercise so.
00:35:03 --> 00:35:05: Go into your new groups.
00:35:05 --> 00:35:07: Do at least one. This is going to be a
00:35:07 --> 00:35:07: shorter.
00:35:07 --> 00:35:09: We have smaller groups in this one,
00:35:09 --> 00:35:11: and we're going to take about a minute each.
00:35:11 --> 00:35:13: So we got about 3 minutes that were out for
00:35:13 --> 00:35:14: this one.
00:35:14 --> 00:35:16: So if you have time to do more than one,
00:35:16 --> 00:35:18: you should. 3 minutes is a lot of time for
00:35:18 --> 00:35:18: two people,
00:35:18 --> 00:35:24: and if our numbers are are not even numbers shown,
00:35:24 --> 00:35:26: you can go ahead and send me into one of
00:35:26 --> 00:35:27: the groups as well.
00:35:27 --> 00:35:40: OK, great, thank you. Wonderful.
00:35:40 --> 00:35:43: Everybody's coming back Shannon. Just let me know when
00:35:43 --> 00:35:43: everybody's
00:35:43 --> 00:35:43: back.
00:35:46 --> 00:35:47: I think we're all set.
00:35:47 --> 00:35:51: OK, Wonderful, so did everybody no get a chance to
00:35:52 --> 00:35:53: go through it?

00:35:53 --> 00:35:54: First of all, I hope you did.
00:35:54 --> 00:35:57: And did you notice it's harder to say what you
00:35:58 --> 00:35:59: want more of?
00:35:59 --> 00:36:01: It's harder to to make that really clear.
00:36:01 --> 00:36:05: We're so good at saying I'm done with that.
00:36:05 --> 00:36:06: And then we go well,
00:36:06 --> 00:36:07: and I want more of that.
00:36:07 --> 00:36:09: But then we might have quite believe it.
00:36:09 --> 00:36:11: So in the group that I was in,
00:36:11 --> 00:36:13: we had an example of like.
00:36:13 --> 00:36:16: OK, well I'm done with prioritizing everyone else's needs over
00:36:16 --> 00:36:16: my own.
00:36:16 --> 00:36:20: And I want more of taking care of myself,
00:36:20 --> 00:36:24: which is good, right? But it didn't feel resonance like
00:36:24 --> 00:36:26: what does that mean?
00:36:26 --> 00:36:30: So instead it was like I want more of feeling
00:36:30 --> 00:36:33: happy and rested and energized.
00:36:33 --> 00:36:34: By taking care of myself.
00:36:34 --> 00:36:36: Oh yeah, I got some smiles and some nods.
00:36:36 --> 00:36:37: As I said that right?
00:36:37 --> 00:36:41: Notice the difference, so maybe some of you want to
00:36:41 --> 00:36:46: revise your what you want more of statement right now
00:36:46 --> 00:36:49: it's like I want more of feeling this way.
00:36:49 --> 00:36:56: By doing this thing. Yeah.
00:36:56 --> 00:36:57: Take a moment to do that,
00:36:57 --> 00:37:00: so there's the difference is tapping into the feeling 'cause
00:37:00 --> 00:37:02: when you get the feeling in your body then your
00:37:02 --> 00:37:03: brain believes it.
00:37:03 --> 00:37:06: You're more likely to make that happen for yourself.
00:37:08 --> 00:37:13: Wonderful OK guys. I would love to go back to
00:37:13 --> 00:37:15: my slide deck.
00:37:15 --> 00:37:17: I feel something to share with you one second.
00:37:17 --> 00:37:18: Here we go share screen.
00:37:23 --> 00:37:26: So this is another question that,
00:37:26 --> 00:37:27: OK, I'll be honest with you.
00:37:27 --> 00:37:29: You know this is I just didn't know it won't
00:37:29 --> 00:37:30: delete this slide.
00:37:30 --> 00:37:31: I think it's a great question,
00:37:31 --> 00:37:32: so it's in your book.
00:37:32 --> 00:37:33: I'm not going to spend anytime on it,
00:37:33 --> 00:37:35: but what are the top five priorities worthy of your
00:37:35 --> 00:37:36: time and attention?

00:37:36 --> 00:37:39: And that might help you to then say,
00:37:39 --> 00:37:42: OK, I want I'm going to focus on these and
00:37:42 --> 00:37:44: this is not from a place of should.
00:37:44 --> 00:37:45: These are they worthy of your time?
00:37:45 --> 00:37:47: Intention not. Should I be doing them?
00:37:47 --> 00:37:48: OK, so it's in your workbook.
00:37:48 --> 00:37:51: You guys can spend time on that and I want
00:37:51 --> 00:37:53: you to remember that every yes.
00:37:53 --> 00:37:55: Is a no to something else,
00:37:55 --> 00:37:58: so when you're saying yes to that one more client
00:37:58 --> 00:37:59: file,
00:37:59 --> 00:38:03: yes to that you know whatever your kids need or
00:38:03 --> 00:38:09: spouse or your whatever you're saying no to something else.
00:38:09 --> 00:38:12: And when you say no to something else,
00:38:12 --> 00:38:14: you're saying yes to yourself sometimes,
00:38:14 --> 00:38:16: and that's where it gets tricky,
00:38:16 --> 00:38:18: right? 'cause especially for women?
00:38:18 --> 00:38:20: I know some of that for men as well,
00:38:20 --> 00:38:23: but especially women were taught at an early stage.
00:38:23 --> 00:38:25: It's not nice to say no.
00:38:25 --> 00:38:28: And so we have to get over some of that.
00:38:28 --> 00:38:30: And I know it's not just a gender exclusive thing,
00:38:30 --> 00:38:33: and I don't read binary and it is part of
00:38:33 --> 00:38:34: my lived experience,
00:38:34 --> 00:38:36: so I share it there.
00:38:36 --> 00:38:39: So what are your key takeaways?
00:38:39 --> 00:38:44: Or discoveries or intentions. From that experience,
00:38:44 --> 00:38:47: please share that in the chat.
00:38:47 --> 00:38:50: And it could be a discovery about yourself.
00:38:50 --> 00:38:51: And if you don't want to share it,
00:38:51 --> 00:38:54: it's fine. Write it down so that you have that
00:38:54 --> 00:38:56: discovery for yourself.
00:38:56 --> 00:38:59: So that you know? Oh yes,
00:38:59 --> 00:39:02: I had this moment. I had this experience.
00:39:02 --> 00:39:07: I discovered something about myself in claiming the what I
00:39:07 --> 00:39:08: wanted more of.
00:39:08 --> 00:39:13: Beautiful. Alright, I'm going to move on 'cause I want
00:39:13 --> 00:39:15: to keep us on schedule.
00:39:15 --> 00:39:19: Key #3 is to tend to it tend to your
00:39:19 --> 00:39:21: inner life.
00:39:23 --> 00:39:28: Great leaders. Tend to. The needs where they make the
00:39:28 --> 00:39:31: most of their class of their.

00:39:31 --> 00:39:33: Sorry, there's a bunch of things happening in my screen
00:39:33 --> 00:39:35: that distracted me for a second.
00:39:35 --> 00:39:39: OK, I'm back. Great leaders make the most of their
00:39:39 --> 00:39:43: teams gifts and talents and they anticipate threats and so
00:39:43 --> 00:39:45: this is a part of.
00:39:45 --> 00:39:48: That personal leadership is tending to your inner life and
00:39:48 --> 00:39:49: for me,
00:39:49 --> 00:39:52: a big part of that is maximizing gifts and talents
00:39:52 --> 00:39:55: and maximizing the amount of time you're spending your
zone
00:39:55 --> 00:39:56: of genius.
00:39:56 --> 00:39:58: Now, I've given you a scale in your workbook and
00:39:59 --> 00:40:01: this is something you're probably gonna want to reflect on
00:40:02 --> 00:40:02: on your own time.
00:40:02 --> 00:40:05: But go ahead and Mark that in your workbook now.
00:40:05 --> 00:40:06: If you've printed that off.
00:40:06 --> 00:40:08: If you haven't, you can print it later,
00:40:08 --> 00:40:12: but your zone of genius is that sweet spot where
00:40:12 --> 00:40:15: you know you are using your gifts and talents.
00:40:15 --> 00:40:17: I'm in my zone right now.
00:40:17 --> 00:40:20: I love doing this. I know I'm good at it
00:40:20 --> 00:40:22: and it feels really good to be doing it to
00:40:22 --> 00:40:26: be making a difference and sharing things with people that
00:40:26 --> 00:40:30: are going to give them some tools to make their
00:40:30 --> 00:40:31: lives easier.
00:40:31 --> 00:40:35: And protect them from burnout and so.
00:40:35 --> 00:40:39: That question when we're tending to maximize our gifts and
00:40:39 --> 00:40:39: talents,
00:40:39 --> 00:40:40: we have to first ask,
00:40:40 --> 00:40:42: what is it? So for awhile you heard in the
00:40:42 --> 00:40:45: introduction I was in real estate.
00:40:45 --> 00:40:48: I left teaching because of a minor car accident that
00:40:48 --> 00:40:52: lets me this injury that I can't do the handwriting
00:40:52 --> 00:40:56: that's required about high school International Baccalaureate.
00:40:56 --> 00:40:59: At English literature and theory of knowledge teacher,
00:40:59 --> 00:41:03: that's a lot of handwriting and I just can't do
00:41:03 --> 00:41:03: that anymore.
00:41:03 --> 00:41:07: So I went into real estate and it was fine.
00:41:07 --> 00:41:11: I did really well at it and it was killing
00:41:11 --> 00:41:15: my soul because I wasn't using my gifts and talents
00:41:16 --> 00:41:19: which are that of a teacher and so.
00:41:19 --> 00:41:22: That really led me to a place of extreme burnout

00:41:22 --> 00:41:25: when you're forcing yourself to do things that don't energize
00:41:25 --> 00:41:26: you and light you up,
00:41:26 --> 00:41:28: you're just getting drained all the time.
00:41:28 --> 00:41:30: So it's really important to make sure you're spending a
00:41:30 --> 00:41:31: lot of time there.
00:41:33 --> 00:41:36: We all have the gifts of what we call the
00:41:36 --> 00:41:38: positive intelligence power,
00:41:38 --> 00:41:42: so I'm a positive intelligence certified coach and.
00:41:42 --> 00:41:44: We all have the gifts of empathy,
00:41:44 --> 00:41:49: curiosity, creativity, intuition, imagination, innovation,
00:41:49 --> 00:41:54: discernment and activation. And if we're not taking care of
00:41:54 --> 00:41:55: ourselves,
00:41:55 --> 00:41:59: we're not tending to. Those gifts were not making sure
00:41:59 --> 00:42:02: that we're taking care of them in a way that
00:42:02 --> 00:42:04: they can be used,
00:42:04 --> 00:42:07: and they can be grown and strengthened and get the
00:42:07 --> 00:42:08: Max benefit from them.
00:42:08 --> 00:42:11: So together these powers will work to create a more
00:42:11 --> 00:42:13: positive internal worldview.
00:42:13 --> 00:42:15: It allows you to focus on what's in front of
00:42:15 --> 00:42:15: you,
00:42:15 --> 00:42:18: rather than worrying about what's next,
00:42:18 --> 00:42:23: which is a great way to protect yourself from burnout.
00:42:23 --> 00:42:26: So. I'm not gonna spend too much time on this
00:42:26 --> 00:42:26: today.
00:42:26 --> 00:42:29: 'cause there's a whole other talk that I give and
00:42:29 --> 00:42:30: if you join my mail list later,
00:42:30 --> 00:42:33: you can. You'll get some notifications when I do the
00:42:33 --> 00:42:33: talks about them,
00:42:33 --> 00:42:37: but building your mental fitness and your resilience is a
00:42:37 --> 00:42:40: way for you to handle the challenges with a positive
00:42:41 --> 00:42:43: mindset rather than getting stressed,
00:42:43 --> 00:42:46: upset. And the key is to taking care of those
00:42:46 --> 00:42:50: gifts that I mentioned in the previous slide.
00:42:50 --> 00:42:55: Empathy, creativity, curiosity, imagination, innovation and
taking care of.
00:42:55 --> 00:43:01: And nurturing those gifts that you have naturally will help
00:43:01 --> 00:43:03: you to find space,
00:43:03 --> 00:43:05: right? It's kind of a you have to create space
00:43:05 --> 00:43:08: for those in order for you to have space to
00:43:08 --> 00:43:09: spend with them.
00:43:09 --> 00:43:14: And then. Great leaders also make sure they minimize

threats

00:43:14 --> 00:43:17: to success and Wellness,

00:43:17 --> 00:43:19: and you can do that by asking yourself the question,

00:43:19 --> 00:43:25: what is stopping you from feeling your best and doing

00:43:25 --> 00:43:26: your best work?

00:43:26 --> 00:43:31: What derails you? What causes you to stress both internally

00:43:31 --> 00:43:32: and externally,

00:43:32 --> 00:43:35: and some of these things we can control.

00:43:35 --> 00:43:37: Actually, some of the things we can't control if they're

00:43:37 --> 00:43:38: outside of us,

00:43:38 --> 00:43:41: but we can always control our response.

00:43:41 --> 00:43:50: We have absolute creative control over our experience of whatever

00:43:50 --> 00:43:53: is happening in the world.

00:43:53 --> 00:43:57: If you want a really great case study of that,

00:43:57 --> 00:44:01: I recommend you read the choice by Edith Egge,

00:44:01 --> 00:44:05: Edith Eva Eger. She is a Holocaust survivor,

00:44:05 --> 00:44:07: and she became a psychotherapist,

00:44:07 --> 00:44:11: and she writes about her journey and it's a great

00:44:11 --> 00:44:15: great story that is a real illustration of demonstration of

00:44:15 --> 00:44:17: the fact that it's so true.

00:44:17 --> 00:44:22: You have absolute creative control over how you experience whatever

00:44:22 --> 00:44:23: is happening.

00:44:23 --> 00:44:26: You have to develop the ability to have that creative

00:44:26 --> 00:44:29: control by developing your mental fitness.

00:44:29 --> 00:44:32: And again, that's a whole other talk that I do,

00:44:32 --> 00:44:34: and I will invite you to it if you're interested.

00:44:34 --> 00:44:35: The next time I run it,

00:44:35 --> 00:44:38: but I will share with you a little bit today,

00:44:38 --> 00:44:42: so. In your workbook, there's this link and you can

00:44:42 --> 00:44:47: find it easily just by going positive intelligence assessment and

00:44:47 --> 00:44:51: do the saboteur assessment so you can identify the threats

00:44:51 --> 00:44:56: to your Wellness that are happening inside your brain.

00:44:56 --> 00:45:02: So the saboteur assessment will identify your unique style of

00:45:02 --> 00:45:04: self sabotage.

00:45:04 --> 00:45:06: And again I've got a couple of clients on the

00:45:06 --> 00:45:07: line today who have done the assessment.

00:45:07 --> 00:45:10: Have done the program with me even and.

00:45:10 --> 00:45:12: They can comment about their experience on it.

00:45:12 --> 00:45:14: I'd appreciate if you do that,

00:45:14 --> 00:45:18: but you can identify your unique style of self sabotage,

00:45:18 --> 00:45:22: so then you can start to build protection for yourself
00:45:23 --> 00:45:28: into your habits so that you protect yourself from being
00:45:28 --> 00:45:33: from sabotaging yourself in a way that's going to cause
00:45:33 --> 00:45:36: more stress can lead you to burnout and and also
00:45:36 --> 00:45:39: to prevent you from performing optimally.
00:45:39 --> 00:45:40: So I'm not going to again as a.
00:45:40 --> 00:45:43: Go much more there, but I'm excited for you to
00:45:43 --> 00:45:45: check this out and learn what's available to you.
00:45:45 --> 00:45:47: Once you find out what is your unique style of
00:45:47 --> 00:45:48: self sabotage.
00:45:48 --> 00:45:51: Because if you are a hyper achiever like me.
00:45:51 --> 00:45:56: Nothings ever good enough that will lead you to burnout.
00:45:56 --> 00:45:58: Now I have hyper achiever saboteur.
00:45:58 --> 00:46:00: I have learned to tame it and control it.
00:46:00 --> 00:46:03: I know when it's coming up I was doing a
00:46:03 --> 00:46:05: course this week.
00:46:05 --> 00:46:07: And I find myself my my hyper achiever is like
00:46:07 --> 00:46:09: you should be doing this.
00:46:09 --> 00:46:09: You should do it out.
00:46:09 --> 00:46:11: You should be doing all these things.
00:46:11 --> 00:46:14: I'm like whoa down girl 'cause you're stressing me out
00:46:14 --> 00:46:18: already so you know knowing that that's what's playing out
00:46:18 --> 00:46:21: for me helps me to not get in that cycle.
00:46:21 --> 00:46:23: That ultimately leads me to burnout which is always I
00:46:23 --> 00:46:24: have to do more,
00:46:24 --> 00:46:27: do more, do more in order to be good enough
00:46:27 --> 00:46:30: in order to be successful enough in order to be
00:46:30 --> 00:46:32: just again good enough,
00:46:32 --> 00:46:35: right? So I'm going to leave you with that one.
00:46:35 --> 00:46:38: Go and do the assessment right after we get off
00:46:38 --> 00:46:39: the call today.
00:46:39 --> 00:46:43: And what you're going to learn from that assessment is
00:46:43 --> 00:46:46: your unique style of of self sabotage,
00:46:46 --> 00:46:48: and one of the things that I want you to
00:46:48 --> 00:46:48: be aware of,
00:46:48 --> 00:46:51: and I've been alluding to it during our conversation so
00:46:51 --> 00:46:52: far,
00:46:52 --> 00:46:54: is that your brain is not designed to make you
00:46:54 --> 00:46:55: successful.
00:46:55 --> 00:46:57: It's designed to keep you safe,
00:46:57 --> 00:47:01: and so when we talk about.
00:47:01 --> 00:47:03: Uhm, great leaders, you know,

00:47:03 --> 00:47:07: anticipating threats. I'm not talking about the kind of threats
00:47:07 --> 00:47:08: where we're like in fear.
00:47:08 --> 00:47:10: 'cause it's that fear that leads us to that self
00:47:11 --> 00:47:12: sabotaging behavior.
00:47:12 --> 00:47:15: Want to protect ourselves and so we're coming from that.
00:47:15 --> 00:47:17: I'm talking about how we protect ourselves.
00:47:17 --> 00:47:19: That actually ends up being self sabotaging.
00:47:21 --> 00:47:25: Interesting fact, fun fact. We have a 3 to one
00:47:25 --> 00:47:28: negative to the positive thought ratio.
00:47:28 --> 00:47:32: Which was highly useful to us when we were in
00:47:32 --> 00:47:35: danger of being lunch for your Saber tooth tiger that
00:47:36 --> 00:47:37: is out in the jungle.
00:47:37 --> 00:47:40: Because we're no longer in danger of being launched,
00:47:40 --> 00:47:44: the tiger. That is a little bit less useful for
00:47:44 --> 00:47:44: us,
00:47:44 --> 00:47:47: you know, and it was less useful historically for us
00:47:47 --> 00:47:48: to be,
00:47:48 --> 00:47:51: you know, paying attention to the beautiful butterfly.
00:47:51 --> 00:47:55: And as a result, our brain living in modern times,
00:47:55 --> 00:47:59: even though we are no longer in that kind of
00:47:59 --> 00:48:02: physical danger most of the time.
00:48:02 --> 00:48:04: Our brain is constantly scanning the horizon for danger and
00:48:04 --> 00:48:06: threat and finding it where it doesn't exist.
00:48:06 --> 00:48:08: And when I'm talking about.
00:48:08 --> 00:48:12: Anticipating threats that is not the kind of threat that
00:48:12 --> 00:48:13: I'm talking about.
00:48:13 --> 00:48:16: I'm talking about actual threats to our well being,
00:48:16 --> 00:48:18: which is our own behavior,
00:48:18 --> 00:48:21: our own self sabotaging styles.
00:48:21 --> 00:48:24: OK, and you know, during the pandemic many of us
00:48:24 --> 00:48:28: have experienced a lot of overwhelming burnout because
00:48:28 --> 00:48:30: and depending
00:48:28 --> 00:48:30: on how much time you spend.
00:48:30 --> 00:48:32: Watching the news and listen to the news.
00:48:32 --> 00:48:35: Your brain is probably on high alert a lot in
00:48:35 --> 00:48:39: this past year because you're always getting new
00:48:39 --> 00:48:41: information.
00:48:39 --> 00:48:41: Like now this? No, that's no no no,
00:48:41 --> 00:48:43: no it is. Oh maybe this or maybe delta,
00:48:43 --> 00:48:46: Virat. And there's all this stuff coming at you and
00:48:46 --> 00:48:49: your brain is like Oh my gosh we're gonna die
00:48:49 --> 00:48:50: and so.

00:48:50 --> 00:48:55: We want to diffuse that by understanding the internal workings
00:48:55 --> 00:48:57: of your self,
00:48:57 --> 00:49:00: sabotaging so that you can anticipate how the threat might
00:49:00 --> 00:49:01: show up.
00:49:01 --> 00:49:05: As I told you, I have a high hyper achiever
00:49:05 --> 00:49:07: in my self sabotage style.
00:49:07 --> 00:49:12: I've learned to. We can that by strengthening those other
00:49:12 --> 00:49:13: traits of empathy,
00:49:13 --> 00:49:18: curiosity, creativity, etc. And now I recognize when it's trying
00:49:18 --> 00:49:20: to get ahold of me again.
00:49:20 --> 00:49:22: OK, so that's what's important.
00:49:25 --> 00:49:28: The key thing for us as we're going through those
00:49:28 --> 00:49:32: stressors 'cause it is stressful right when our brain acts
00:49:32 --> 00:49:32: up and says,
00:49:32 --> 00:49:34: Oh my gosh, scary scary.
00:49:34 --> 00:49:39: If I say no to my supervisor you know take
00:49:39 --> 00:49:40: on this project.
00:49:40 --> 00:49:42: That's scary. I might lose my job and then I
00:49:42 --> 00:49:44: might end up on the on the streets,
00:49:44 --> 00:49:47: homeless and on our brain goes to the worst possible
00:49:47 --> 00:49:47: extreme.
00:49:47 --> 00:49:49: Or they might just not like me,
00:49:49 --> 00:49:53: right? And so we want to.
00:49:53 --> 00:49:56: Make sure we're ending those.
00:49:56 --> 00:49:59: Stress response cycles. Most of us go through and this
00:49:59 --> 00:50:00: is where burnout is caused.
00:50:00 --> 00:50:03: Most of us go through life.
00:50:03 --> 00:50:07: In the state of fight flight or freeze and never
00:50:07 --> 00:50:11: ending it when the tiger was chasing us back in,
00:50:11 --> 00:50:14: you know, back in the day when tigers did those
00:50:14 --> 00:50:16: things to humans,
00:50:16 --> 00:50:19: we would run away and we would get away with
00:50:19 --> 00:50:22: once we got away from the tiger,
00:50:22 --> 00:50:23: we got back to our village.
00:50:23 --> 00:50:26: We were safe. We go home.
00:50:26 --> 00:50:29: What a relief and the.
00:50:29 --> 00:50:34: Stress hormones left our bodies and our brain received the
00:50:34 --> 00:50:38: signal that our bodies is now a safe place to
00:50:38 --> 00:50:39: be.
00:50:39 --> 00:50:44: The problem with our modern times is that the stressors
00:50:44 --> 00:50:49: seem often very well ubiquitous and ambiguous,

00:50:49 --> 00:50:52: and we don't. Ever get a chance to have relief
00:50:52 --> 00:50:57: of the stress response cycle being completed and so this
00:50:57 --> 00:51:00: is what I wanted to share with you today is
00:51:00 --> 00:51:03: the importance of ending the stress response cycle.
00:51:03 --> 00:51:05: So whether it's your hyper achiever,
00:51:05 --> 00:51:08: your judge, anything else that's coming up for you,
00:51:08 --> 00:51:11: we want to make sure that you are taking steps
00:51:11 --> 00:51:15: to end the stress response cycle and I'm going to
00:51:15 --> 00:51:18: share with you a technique that I have shared with
00:51:18 --> 00:51:20: my clients. And by the way,
00:51:20 --> 00:51:22: in case I. I gotta tell you,
00:51:22 --> 00:51:26: there is a YouTube video on my YouTube channel.
00:51:26 --> 00:51:28: On this of what I'm actually going to teach you,
00:51:28 --> 00:51:31: and I want to take a moment to give you
00:51:31 --> 00:51:32: this because.
00:51:32 --> 00:51:37: There's so much value in you ending the stress response
00:51:37 --> 00:51:38: cycle.
00:51:38 --> 00:51:41: But not just that doing this even when you're not
00:51:41 --> 00:51:42: stressed.
00:51:42 --> 00:51:44: So someone before a couple of you said that you
00:51:44 --> 00:51:47: wanted more time for meditation or that you said meditation
00:51:48 --> 00:51:48: really helped you.
00:51:48 --> 00:51:51: And the reason it helps you is because when you're
00:51:51 --> 00:51:54: in meditation and when you're in mindfulness activities like
00:51:54 --> 00:51:55: I'm
00:51:54 --> 00:51:55: about to teach you,
00:51:55 --> 00:51:58: you are activating your right brain.
00:51:58 --> 00:52:06: And that's the space where the empathy and creativity and
00:52:06 --> 00:52:08: intuition lives.
00:52:08 --> 00:52:13: And so. The. Sorry I got distracted by.
00:52:13 --> 00:52:16: I'm not gonna look at the chat anymore 'cause it's
00:52:16 --> 00:52:17: distracting me so.
00:52:17 --> 00:52:21: Activating and cultivating and taking care of those gifts that
00:52:21 --> 00:52:26: you have can be done through mindfulness exercises like
00:52:26 --> 00:52:29: this
00:52:26 --> 00:52:29: and I just want to be clear a definition of
00:52:29 --> 00:52:35: a mindfulness. Is it's about paying attention.
00:52:35 --> 00:52:37: I had a client say to me who's worked with
00:52:37 --> 00:52:38: me for a couple of years,
00:52:38 --> 00:52:41: so you know we all have lapses he knew better
00:52:41 --> 00:52:45: and he said to me recently I don't have time
00:52:45 --> 00:52:49: for mindfulness and I said I call bullshit because if
00:52:49 --> 00:52:52: you have time for breathing,

00:52:52 --> 00:52:54: which is anybody here on the call had not have
00:52:54 --> 00:52:56: time for breathing everyday.
00:52:56 --> 00:52:57: Yeah, OK, 'cause you're alive,
00:52:57 --> 00:52:59: so I'm guessing the answer is no,
00:52:59 --> 00:53:00: right? You have time for breathing.
00:53:00 --> 00:53:04: So if you have time for breathing you have time
00:53:04 --> 00:53:05: for mindfulness.
00:53:05 --> 00:53:08: Mindfulness is not about sitting on a mountain top with
00:53:08 --> 00:53:11: your legs crossed and your fingers you know like this
00:53:11 --> 00:53:15: home and being completely isolated in your brain and having
00:53:15 --> 00:53:22: your brain completely empty, mindfulness is about practicing
paying attention,
00:53:22 --> 00:53:27: paying attention to your senses is a great way to.
00:53:27 --> 00:53:28: Practice. It's actually the only way to practice.
00:53:28 --> 00:53:31: Mindfulness is being present to your body,
00:53:31 --> 00:53:32: 'cause it's a bit of a misnomer.
00:53:32 --> 00:53:35: Right? Mindfulness makes it sound like it's something you're
doing
00:53:35 --> 00:53:36: in your brain only,
00:53:36 --> 00:53:40: but it's actually something you're doing with your brain
connecting
00:53:40 --> 00:53:41: your brain to your body.
00:53:41 --> 00:53:45: Getting yourself out of survival,
00:53:45 --> 00:53:49: brain that place where like everything's dangerous.
00:53:49 --> 00:53:53: And moving yourself back into your body and reminding
yourself.
00:53:53 --> 00:53:56: Oh, this party is a safe place to be because
00:53:56 --> 00:54:00: most of the time when we're feeling stress or worry
00:54:00 --> 00:54:01: or anxiety,
00:54:01 --> 00:54:06: we are not actually in physical danger,
00:54:06 --> 00:54:09: but our brain doesn't know that because it acts the
00:54:09 --> 00:54:10: same way as if it is.
00:54:10 --> 00:54:13: OK, so I'm going to take you through an exercise
00:54:14 --> 00:54:14: right now.
00:54:14 --> 00:54:17: You already have all the tools to use this anytime,
00:54:17 --> 00:54:22: anywhere. Ready it's called come to your senses and it's
00:54:23 --> 00:54:25: literally what it sounds like.
00:54:25 --> 00:54:28: I'm going to do a short version of this for
00:54:28 --> 00:54:28: sake of time,
00:54:28 --> 00:54:30: but you can do it longer.
00:54:31 --> 00:54:34: You can do three to five breaths per sense.
00:54:34 --> 00:54:36: I'm going to do 2.
00:54:36 --> 00:54:38: You'll probably end up getting three in ID,

00:54:38 --> 00:54:40: 'cause I can't actually do the breathing while I'm talking
00:54:40 --> 00:54:40: you through it,
00:54:40 --> 00:54:43: but we're going to start by sitting up with your
00:54:44 --> 00:54:45: feet on the floor,
00:54:45 --> 00:54:48: back straight. Had supported you put your hands on your
00:54:48 --> 00:54:51: lap if you like wherever you're comfortable,
00:54:51 --> 00:54:55: you can close your eyes or soften your gaze.
00:54:55 --> 00:54:56: If you want to keep your eyes open,
00:54:56 --> 00:54:59: that's fine. I'm not going to be doing anything here
00:54:59 --> 00:55:02: that needs your eyes open and you can just take
00:55:02 --> 00:55:05: a really big deep breath in through your nose.
00:55:05 --> 00:55:07: Let that breath go all the way down into your
00:55:07 --> 00:55:07: belly.
00:55:07 --> 00:55:10: Imagine it, do a somersault there before you.
00:55:10 --> 00:55:11: Let it drift slowly out.
00:55:14 --> 00:55:18: Most of us spend our time breathing tested the top
00:55:18 --> 00:55:20: top half of our lungs,
00:55:20 --> 00:55:22: so it's really great to stop and just take a
00:55:22 --> 00:55:24: really big deep breath that goes all the way into
00:55:24 --> 00:55:25: your belly.
00:55:28 --> 00:55:29: And then let it go.
00:55:32 --> 00:55:33: And one more just like that.
00:55:37 --> 00:55:39: There you go. 3 deep breaths is all you need
00:55:39 --> 00:55:43: to completely reset your parasympathetic nervous system.
00:55:43 --> 00:55:45: And now we're going to go even deeper.
00:55:45 --> 00:55:48: Continue breathing, letting your breath just return to its
00:55:48 --> 00:55:48: normal
00:55:48 --> 00:55:52: rhythm.
00:55:48 --> 00:55:52: Deep breathing, and I want you to bring all of
00:55:52 --> 00:55:55: your attention to your sense of hearing.
00:55:55 --> 00:55:58: Just notice what you're hearing.
00:55:58 --> 00:56:02: Notice the. Biggest sound that you can hear the loudest
00:56:02 --> 00:56:03: sound.
00:56:03 --> 00:56:07: It's probably the sound of my voice right now and
00:56:07 --> 00:56:08: just notice the sound.
00:56:08 --> 00:56:13: No judgement, just notice it.
00:56:13 --> 00:56:15: And on the next breath I want you to just
00:56:15 --> 00:56:19: notice the farthest away sound that you can hear.
00:56:19 --> 00:56:22: Could be. Taking of a clock.
00:56:22 --> 00:56:26: I can hear my husbands meeting in the other room
00:56:26 --> 00:56:30: just the mumble of the whoever is talking on zoom.
00:56:30 --> 00:56:32: I could hear traffic outside,

00:56:32 --> 00:56:33: just hear what you're hearing.
00:56:33 --> 00:56:35: The farthest away sounds that you can hear.
00:56:38 --> 00:56:43: Really good. And now let's bring all of our attention
00:56:43 --> 00:56:45: to your sense of touch.
00:56:45 --> 00:56:49: And I want you, as you're breathing to notice that
00:56:49 --> 00:56:50: most profound,
00:56:50 --> 00:56:51: the biggest sense of touch.
00:56:51 --> 00:56:54: It's probably your body in your seat could be your
00:56:54 --> 00:56:55: feet on the floor,
00:56:55 --> 00:56:57: which is that that biggest feeling of touch,
00:56:57 --> 00:57:02: that you can feel. And just pay attention to it.
00:57:05 --> 00:57:08: Awesome and then the next breath I want you to
00:57:08 --> 00:57:11: notice the most subtle sensation that you can find.
00:57:11 --> 00:57:15: Could be your clothing against your skin might be the
00:57:15 --> 00:57:17: hair on the back of your neck.
00:57:17 --> 00:57:19: Just notice that subtle sensation.
00:57:21 --> 00:57:24: Really good. And on the next breath I want you
00:57:24 --> 00:57:27: to bring all of your attention to your sense of
00:57:27 --> 00:57:27: sight,
00:57:27 --> 00:57:33: keeping your eyes closed. Just notice the quality of light
00:57:33 --> 00:57:35: dancing behind your eyelids.
00:57:35 --> 00:57:37: You might notice if you're like in my room,
00:57:37 --> 00:57:40: I have one. The light coming from one side more
00:57:40 --> 00:57:40: than the other,
00:57:40 --> 00:57:44: and I'm noticing that behind my eyes.
00:57:44 --> 00:57:47: So good. And on your next breath,
00:57:47 --> 00:57:50: we're going to bring all of your attention to your
00:57:51 --> 00:57:52: sense of taste.
00:57:52 --> 00:57:55: I don't even just move your tongue around in your
00:57:55 --> 00:57:55: mouth.
00:57:55 --> 00:57:57: Might taste the just taste.
00:57:57 --> 00:57:59: What you're tasting is your mouth dry.
00:57:59 --> 00:58:02: Is it acidic? Do you taste the last thing you
00:58:03 --> 00:58:04: were eating or drinking?
00:58:04 --> 00:58:13: Just notice. Really good. And on this very next breath,
00:58:13 --> 00:58:14: we're going to move to our last sense.
00:58:14 --> 00:58:16: So that's a sense of smell,
00:58:16 --> 00:58:18: and we need to get big deep breath in.
00:58:18 --> 00:58:22: And just smell what you're smelling.
00:58:22 --> 00:58:24: If you're used to being in the environment you are,
00:58:24 --> 00:58:27: you know we become nose blind to what we're smelling.
00:58:27 --> 00:58:31: Take a moment to really tune into your senses and

00:58:31 --> 00:58:34: smell what you're smelling.
00:58:34 --> 00:58:37: Smell the field the smells of Homer of your office.
00:58:39 --> 00:58:41: And just be present to him.
00:58:41 --> 00:58:45: Any thoughts come? Just let them go and bring your
00:58:45 --> 00:58:47: son tension back to your senses.
00:58:47 --> 00:58:50: OK, really good, alright and this last round or getting
00:58:50 --> 00:58:52: a couple of deep breaths and we're going to try
00:58:53 --> 00:58:55: to hold all of those senses together at the same
00:58:55 --> 00:58:57: time. Just see how many you can do.
00:58:57 --> 00:58:59: There's no right or wrong here and just see how
00:58:59 --> 00:59:00: many of your senses you can hold.
00:59:00 --> 00:59:04: So I want you to hear what you're hearing.
00:59:04 --> 00:59:10: Feel what you're feeling. See what you're seeing.
00:59:10 --> 00:59:16: Taste what you're tasting. And smell what you're smelling.
00:59:16 --> 00:59:22: Carrots. Feel it. See it.
00:59:22 --> 00:59:28: Taste it. Smell it. Really good.
00:59:28 --> 00:59:30: Take a big deep breath.
00:59:33 --> 00:59:34: And let it all go.
00:59:38 --> 00:59:41: And as you're ready, you can slowly and gently bite
00:59:41 --> 00:59:42: your eyelids open.
00:59:44 --> 00:59:46: And let me know in the chat how you're feeling.
00:59:46 --> 00:59:49: Right now I have my speaking coach always says don't
00:59:50 --> 00:59:52: do a meditation at the end of a talk and
00:59:52 --> 00:59:54: so I put it in the middle.
00:59:54 --> 00:59:57: So this is a technique you can use anytime,
00:59:57 --> 01:00:00: anywhere. So when you say you need more mindful is.
01:00:00 --> 01:00:02: You can do. They pay attention to what you're seeing
01:00:02 --> 01:00:03: anywhere.
01:00:03 --> 01:00:05: See things you haven't seen before?
01:00:05 --> 01:00:08: I love doing this technique while I'm brushing my teeth.
01:00:08 --> 01:00:12: It's something I do twice a day.
01:00:12 --> 01:00:15: And I pay attention to what it sounds like,
01:00:15 --> 01:00:17: what it looks like, what it feels like,
01:00:17 --> 01:00:19: what it tastes like, what it smells like.
01:00:19 --> 01:00:21: And you can play with that.
01:00:21 --> 01:00:23: I do it also when I'm washing my hands so
01:00:23 --> 01:00:25: you can bring this in in so many different ways
01:00:25 --> 01:00:27: you can do it when you're driving eyes open eyes
01:00:27 --> 01:00:29: open when you're driving, but you can do it in
01:00:29 --> 01:00:29: so many,
01:00:29 --> 01:00:32: so many different ways, OK?
01:00:32 --> 01:00:38: Alright. So I'm going to go back to my screen.

01:00:38 --> 01:00:41: We're going to do our last couple of points here.
01:00:41 --> 01:00:45: So we may not be responsible for the world that
01:00:45 --> 01:00:46: created our minds,
01:00:46 --> 01:00:51: but we can take responsibility for the mind that creates
01:00:51 --> 01:00:52: our world.
01:00:52 --> 01:00:55: Dr Gabor Mattei. He's a Vancouver Doctor Who does a
01:00:55 --> 01:00:57: lot of work with trauma and addiction,
01:00:57 --> 01:01:01: and in many ways, what we experience in stress that
01:01:01 --> 01:01:03: leads to burnout is a type of addiction.
01:01:03 --> 01:01:08: To busyness. We have a worldwide health worldwide
epidemic of
01:01:08 --> 01:01:12: stress that was a problem long before the pandemic and
01:01:12 --> 01:01:13: the pandemic.
01:01:13 --> 01:01:17: Definitely magnified it and there are things that we can
01:01:17 --> 01:01:17: do,
01:01:17 --> 01:01:19: and I'm hoping that I just.
01:01:19 --> 01:01:20: I know I just fire hose you with a lot
01:01:20 --> 01:01:21: of that.
01:01:21 --> 01:01:23: That's why I wanted to end that section with a
01:01:23 --> 01:01:25: little bit of mindfulness moment to calm you down.
01:01:25 --> 01:01:28: There's all those resources that you can find that are
01:01:29 --> 01:01:32: going to help you to take responsibility for your mind.
01:01:32 --> 01:01:36: 'cause that's the place where you can best protect yourself
01:01:36 --> 01:01:37: from burnout.
01:01:37 --> 01:01:40: So if you can share with me any discoveries or
01:01:40 --> 01:01:42: takeaways in the chat,
01:01:42 --> 01:01:44: that would be awesome and I'm going to keep going.
01:01:46 --> 01:01:52: So the 4th key too.
01:01:52 --> 01:01:57: Great leadership for yourself is to communicate clearly your
needs.
01:01:57 --> 01:02:02: Great leaders communicate expectations and boundaries
affectively and kindly with
01:02:03 --> 01:02:03: their team.
01:02:03 --> 01:02:05: And if you're going to apply it to yourself,
01:02:05 --> 01:02:09: it's with yourself. So there are boundary styles.
01:02:09 --> 01:02:11: And I'm going to go through this one quite quickly
01:02:11 --> 01:02:13: 'cause I'm conscious of our time,
01:02:13 --> 01:02:16: the. We've got weak, porous,
01:02:16 --> 01:02:19: rigid and healthy boundaries and I'm going to take you
01:02:19 --> 01:02:20: through them quickly.
01:02:20 --> 01:02:23: 'cause I want you to be able to identify what
01:02:23 --> 01:02:24: is your unique boundary style,
01:02:24 --> 01:02:27: because then you can see where things need to be

01:02:27 --> 01:02:27: tightened up.

01:02:27 --> 01:02:31: So weak boundaries pretty clear just like that knocked over

01:02:31 --> 01:02:32: fence.

01:02:32 --> 01:02:34: They're they're always down. You know,

01:02:34 --> 01:02:35: this fence has been down for a while.

01:02:35 --> 01:02:38: The brambles are growing over it and it can take

01:02:38 --> 01:02:41: some effort to get that fence back up again.

01:02:41 --> 01:02:43: But you know, if your boundaries are weakest when you're

01:02:43 --> 01:02:46: just laying yes all the time when you may know.

01:02:46 --> 01:02:50: Porous boundaries are tricky because.

01:02:50 --> 01:02:53: Sometimes some things OK and sometimes something is not

01:02:53 --> 01:02:56: OK

01:02:56 --> 01:03:00: because the definition of my favorite definition of boundaries

01:03:00 --> 01:03:03: is

01:03:03 --> 01:03:05: brene Brown's definition that boundaries are simply what's

01:03:05 --> 01:03:06: OK and

01:03:06 --> 01:03:09: what's not OK and we have weak boundaries.

01:03:09 --> 01:03:12: We know what's not OK and we just let people

01:03:12 --> 01:03:15: do it anyways,

01:03:15 --> 01:03:16: porous boundaries are like we know what's not OK,

01:03:16 --> 01:03:19: and sometimes we let people get away with it and

01:03:19 --> 01:03:22: sometimes we don't and it's kind of like giving people

01:03:22 --> 01:03:26: directions.

01:03:26 --> 01:03:30: To the library, where is the library and you go

01:03:30 --> 01:03:34: that way and you point in two different directions and

01:03:34 --> 01:03:37: the so porous boundaries can be confusing to people

01:03:37 --> 01:03:39: because

01:03:39 --> 01:03:42: they're shifting. It's confusing to your brain as well if

01:03:42 --> 01:03:46: you're always shifting the goalpost in what yourself care

01:03:46 --> 01:03:48: needs

01:03:48 --> 01:03:50: are.

01:03:50 --> 01:03:52: Then there is rigid boundaries and we can go from.

01:03:52 --> 01:03:55: Sometimes we're going from weak or even porous

01:03:55 --> 01:03:56: boundaries.

01:03:56 --> 01:03:59: We want to tighten up our boundaries to get all

01:03:59 --> 01:04:01: rigid and the thing about all of those boundary types

01:04:01 --> 01:04:01: is that they damage our relationships.

01:04:01 --> 01:04:01: So you all know, I'm sure I hope maybe some

01:04:01 --> 01:04:01: of you have not had this experience,

01:04:01 --> 01:04:01: but you might have worked with people who have each

01:04:01 --> 01:04:01: of those boundary styles as leaders,

01:04:01 --> 01:04:01: and how frustrating it is to work with them.

01:04:01 --> 01:04:01: The great leader I mentioned before,

01:04:01 --> 01:04:03: who said that his job was important insofar as he
01:04:04 --> 01:04:04: helped me do it.
01:04:04 --> 01:04:08: Help me do mine. That boundaries were clear.
01:04:08 --> 01:04:10: The expectations were clear. This support was clear,
01:04:10 --> 01:04:11: and then I've heard other people.
01:04:11 --> 01:04:14: It's like always shifting and it's just really frustrating.
01:04:14 --> 01:04:17: We know that right, and we can frustrate with ourselves
01:04:17 --> 01:04:18: when we're like that.
01:04:18 --> 01:04:21: And so the tendency is to shift into inflexible boundaries
01:04:21 --> 01:04:23: and being really rigid,
01:04:23 --> 01:04:27: as an overcompensation. But what we're really going for is
01:04:27 --> 01:04:28: healthy,
01:04:28 --> 01:04:31: self affirming boundaries, so I'm going to send you into
01:04:32 --> 01:04:35: some breakout rooms in a moment and give you an
01:04:35 --> 01:04:36: opportunity to.
01:04:36 --> 01:04:38: We're going to this. I'm going to skip over this
01:04:38 --> 01:04:38: one.
01:04:38 --> 01:04:41: It's in your workbook examining your boundaries.
01:04:41 --> 01:04:43: What's your dominant dominant boundary style,
01:04:43 --> 01:04:45: you know, among all of those things,
01:04:45 --> 01:04:48: and who or what causes you to compromise your
boundaries.
01:04:48 --> 01:04:52: My daughter is my Achilles heel.
01:04:52 --> 01:04:56: She's the one I will drop everything for and sometimes
01:04:56 --> 01:04:57: that's OK.
01:04:57 --> 01:05:00: And sometimes it's actually at the expense of my own
01:05:01 --> 01:05:01: calm.
01:05:01 --> 01:05:04: So I've learned to check in on that so.
01:05:04 --> 01:05:06: You have to know what yours are and where is
01:05:06 --> 01:05:08: an area where you can create healthy boundaries.
01:05:08 --> 01:05:11: I've been working on that with my kid,
01:05:11 --> 01:05:15: so in your breakout rooms what I'd like you to
01:05:15 --> 01:05:17: do is to take a few moments to.
01:05:17 --> 01:05:23: Share some techniques that you've had to set expectations
and
01:05:23 --> 01:05:25: to maintain your boundaries,
01:05:25 --> 01:05:30: so maybe you've got a phrase or something that you
01:05:30 --> 01:05:33: like to say that helps you too.
01:05:33 --> 01:05:36: Let people know where your boundaries are.
01:05:36 --> 01:05:38: I'm going to share a couple of my favorite with
01:05:38 --> 01:05:40: favorites with you after you've gone out to your breakout
01:05:41 --> 01:05:41: rooms.
01:05:41 --> 01:05:43: To do that. So Shannon,

01:05:43 --> 01:05:46: whenever you're ready. Will take about four minutes for this
01:05:46 --> 01:05:47: one,
01:05:47 --> 01:05:48: maybe actually know, like mate,
01:05:48 --> 01:05:50: let's make it 3. And if you put people in
01:05:50 --> 01:05:51: groups of two to three,
01:05:51 --> 01:05:54: that'd be great. OK, thank you.
01:06:12 --> 01:06:17: Wonderful welcome back everyone. Welcome back so.
01:06:17 --> 01:06:19: That was an interesting one to talk about with the
01:06:20 --> 01:06:20: groups,
01:06:20 --> 01:06:23: right? Like we in my group that we were we
01:06:23 --> 01:06:25: were talking about the.
01:06:25 --> 01:06:27: Fact that sometimes we have these porous boundaries,
01:06:27 --> 01:06:29: especially in our in our home lives,
01:06:29 --> 01:06:31: and so we can just like let things go and
01:06:31 --> 01:06:34: and one of the things it's great to notice is
01:06:34 --> 01:06:36: if you feel resentment.
01:06:36 --> 01:06:39: It's a good indicator that your boundaries have been crossed
01:06:39 --> 01:06:39: OK,
01:06:39 --> 01:06:42: and that you want to do some adjustment with that
01:06:42 --> 01:06:44: and the celebratory assessment is going to show you give
01:06:45 --> 01:06:47: you some insight about how and why that might be
01:06:47 --> 01:06:51: happening, and the and the other thing,
01:06:51 --> 01:06:52: yes. So I. I know some people are going to
01:06:53 --> 01:06:55: have to head off at 1:30 and we're just about
01:06:55 --> 01:06:57: going to wrap up and we're going to head into
01:06:57 --> 01:06:59: Q&A soon, but I have one more point I want
01:06:59 --> 01:07:01: to make and then I will.
01:07:01 --> 01:07:03: I will move into the Q&A so the other thing
01:07:03 --> 01:07:07: that came up was the importance of communication.
01:07:07 --> 01:07:10: With the people that you were setting boundaries with and
01:07:10 --> 01:07:13: getting Claire so that that expectations and boundaries so let
01:07:13 --> 01:07:16: me go back to my screen share and we'll just
01:07:16 --> 01:07:20: wrap this up. Here we go so.
01:07:20 --> 01:07:23: Here is some keys that I've shared with my clients.
01:07:23 --> 01:07:24: I found them to be very,
01:07:24 --> 01:07:27: very helpful. Go ahead and screenshot this 'cause I don't
01:07:28 --> 01:07:30: think I put this in your workbook and you can
01:07:31 --> 01:07:32: use these right?
01:07:32 --> 01:07:34: Are we in agreement so about expectations?
01:07:34 --> 01:07:36: What is done? Look like.
01:07:36 --> 01:07:40: What are your expectations of me and then setting
boundaries?

01:07:40 --> 01:07:43: Let me think about it and get back to you.
01:07:43 --> 01:07:47: Or simply that doesn't work for me.
01:07:47 --> 01:07:48: And it's a tough one to say,
01:07:48 --> 01:07:52: but it's very powerful to stand in that and not
01:07:52 --> 01:07:53: making excuse,
01:07:53 --> 01:07:55: because sometimes if someone is a boundary pusher you
start
01:07:55 --> 01:07:56: making excuse,
01:07:56 --> 01:07:59: they're going to push harder 'cause they know when you
01:07:59 --> 01:08:02: started making an excuse and explanation that you're going
to
01:08:02 --> 01:08:03: cave.
01:08:03 --> 01:08:05: So just that doesn't work for me and you may
01:08:05 --> 01:08:07: have to say it a few times as you change
01:08:07 --> 01:08:07: the dance.
01:08:07 --> 01:08:10: OK, so the question I leave you with is where
01:08:10 --> 01:08:14: can you be more clear in your communication of your
01:08:14 --> 01:08:17: expectations and boundaries to reduce your own stress?
01:08:17 --> 01:08:20: Is there a conversation that you've been avoiding?
01:08:20 --> 01:08:23: What's there for you on the other side of that
01:08:23 --> 01:08:24: conversation?
01:08:24 --> 01:08:27: Spend some time with that question.
01:08:27 --> 01:08:30: Here we go, because daring to set boundaries is about
01:08:30 --> 01:08:32: having the courage to love ourselves,
01:08:32 --> 01:08:35: even when we risk disappointing others.
01:08:37 --> 01:08:41: Key takeaways and discoveries. I'll let you two,
01:08:41 --> 01:08:42: probably in the chat if you have them,
01:08:42 --> 01:08:43: and I'll come back to them in a bit.
01:08:43 --> 01:08:48: And the last point is time mastering so great leaders
01:08:48 --> 01:08:49: master time.
01:08:49 --> 01:08:52: They manage their resources and they get out in front
01:08:52 --> 01:08:52: of decisions.
01:08:52 --> 01:08:54: So there are five elements to time mastering now a
01:08:55 --> 01:08:56: lot of people come to think I need to be
01:08:56 --> 01:08:57: a better time.
01:08:57 --> 01:09:01: Managers like no, you don't you need better time mastering
01:09:01 --> 01:09:04: and the five elements of time Mastery time,
01:09:04 --> 01:09:07: tracking, time, cycles, time, seasons,
01:09:07 --> 01:09:10: time sourcing, time travel and time discipline.
01:09:10 --> 01:09:11: Yes, I said time travel.
01:09:11 --> 01:09:13: Just wait, I'll tell you what it's about.
01:09:13 --> 01:09:16: So time tracking. If you haven't heard of this before,
01:09:16 --> 01:09:19: it's basically this you track your time like every single

01:09:20 --> 01:09:21: minute you account for it,
01:09:21 --> 01:09:25: and you track it for a period of three days
01:09:25 --> 01:09:29: to two weeks to see how you're spending your time.
01:09:29 --> 01:09:32: 'cause if you had. Your money,
01:09:32 --> 01:09:35: your bank account. If your bank account was empty before
01:09:35 --> 01:09:37: the month was over and you had no money left
01:09:37 --> 01:09:38: for the month with over,
01:09:38 --> 01:09:40: you would examine where are you spending it?
01:09:40 --> 01:09:43: So if you're feeling you have a time shortage,
01:09:43 --> 01:09:46: let's examine where you're spending that time.
01:09:46 --> 01:09:50: Something new I've added to my routine recently is looking
01:09:50 --> 01:09:52: at the seasons and cycles,
01:09:52 --> 01:09:54: and I've been doing some moon tracking and I'm not
01:09:54 --> 01:09:55: going to speak too much about that because I'm just
01:09:55 --> 01:09:56: still exploring it,
01:09:56 --> 01:09:59: but I wanted to share the idea with you of
01:09:59 --> 01:10:02: planning how you use your time according to cycles and
01:10:02 --> 01:10:03: seasons of energy.
01:10:03 --> 01:10:05: I need more sleep in the winter.
01:10:05 --> 01:10:09: I have a really hard time waking up when it's
01:10:09 --> 01:10:12: dark out and so I plan accordingly.
01:10:12 --> 01:10:13: I have a dawn simulator.
01:10:13 --> 01:10:16: I sometimes I just don't wake up until I wake
01:10:16 --> 01:10:17: up like most days,
01:10:17 --> 01:10:21: right? But I have the luxury of doing that because
01:10:21 --> 01:10:24: of the fact that I set my own schedule.
01:10:24 --> 01:10:26: Some of you may not have that luxury,
01:10:26 --> 01:10:29: so just figure out what you need in those different
01:10:29 --> 01:10:31: seasons or cycles of life.
01:10:31 --> 01:10:35: Time sourcing this is a concept I got from Einstein.
01:10:35 --> 01:10:38: This is about changing your relationship with time.
01:10:38 --> 01:10:40: Now Einstein says when you sit with a nice girl
01:10:41 --> 01:10:41: for two hours,
01:10:41 --> 01:10:44: it feels like 2 minutes when you sit on a
01:10:44 --> 01:10:45: hot stove for two minutes.
01:10:45 --> 01:10:47: It seems like 2 hours.
01:10:47 --> 01:10:51: That's relativity, so time sourcing is about changing your
relationship
01:10:51 --> 01:10:52: with time,
01:10:52 --> 01:10:56: allowing yourself coming to know that you are the source
01:10:56 --> 01:10:57: of time.
01:10:57 --> 01:11:00: How you experience time is determined by what's going on

01:11:01 --> 01:11:01: in your brain,
01:11:01 --> 01:11:07: whether the saboteurs are driving your bus or you are
01:11:07 --> 01:11:08: and the.
01:11:08 --> 01:11:11: What I said before about you being the absolute creator
01:11:11 --> 01:11:14: of your experience that can apply to time too,
01:11:14 --> 01:11:17: and that's what I see is getting out with relativity,
01:11:17 --> 01:11:20: so I often find myself.
01:11:20 --> 01:11:24: When I'm rushing somewhere, I used to get really stressed
01:11:24 --> 01:11:25: out about it.
01:11:25 --> 01:11:27: And now I just remind myself I am the source
01:11:27 --> 01:11:28: of time.
01:11:28 --> 01:11:32: I have enough time. Everything is going to be fine
01:11:32 --> 01:11:33: and it always is.
01:11:33 --> 01:11:35: If you want to know more about that and I
01:11:35 --> 01:11:36: love talking about it,
01:11:36 --> 01:11:38: you can. We can talk about it on another call,
01:11:38 --> 01:11:39: but you can reach out to me and we chat
01:11:39 --> 01:11:40: more about it.
01:11:40 --> 01:11:43: But it's amazing thing that really works.
01:11:43 --> 01:11:46: Time travel. This is one of my favorite concepts of
01:11:46 --> 01:11:46: time.
01:11:46 --> 01:11:50: Mastering is getting your planner and do are in integrity.
01:11:50 --> 01:11:52: So what do I mean by that?
01:11:52 --> 01:11:54: So we all have a planner is that person is
01:11:55 --> 01:11:57: like I'm going to do all those things.
01:11:57 --> 01:11:59: My planner example I like to use.
01:11:59 --> 01:12:02: My planner used to say all the time we're going
01:12:02 --> 01:12:05: to clean out the office this weekend and it's going
01:12:05 --> 01:12:06: to be great.
01:12:06 --> 01:12:08: And then we get to the weekend and my doors
01:12:08 --> 01:12:10: like I'm not doing that.
01:12:10 --> 01:12:12: And so I want to make sure that my planner
01:12:12 --> 01:12:14: and doer and integrity.
01:12:14 --> 01:12:17: So I want to time travel and check in with
01:12:17 --> 01:12:17: my doer.
01:12:17 --> 01:12:19: Who is my future self right?
01:12:19 --> 01:12:22: My future self is going to have to do the
01:12:22 --> 01:12:22: things in.
01:12:22 --> 01:12:25: My planner says this is a great idea and I
01:12:25 --> 01:12:28: used to be a chronic over planner and.
01:12:28 --> 01:12:30: It may sound weird to you.
01:12:30 --> 01:12:34: This idea of talking to your future self,

01:12:34 --> 01:12:35: but I guarantee you as you practice it,
01:12:35 --> 01:12:38: it becomes more normal and you'll get better and better
01:12:38 --> 01:12:38: at it.
01:12:38 --> 01:12:40: In fact, you know I check in.
01:12:40 --> 01:12:43: It's like, well, OK, I booked a hair appointment this
01:12:43 --> 01:12:45: morning and a haircut next Saturday morning.
01:12:45 --> 01:12:48: And my hair stylist had two spots open 10:00 AM
01:12:48 --> 01:12:52: and 1:00 PM and I simply just checked in.
01:12:52 --> 01:12:56: OK future Deb. Which spot is going to be less
01:12:56 --> 01:12:57: stressful for you?
01:12:57 --> 01:13:00: Which spot is going to fit into your plans for
01:13:00 --> 01:13:03: the rest of the day and which spot it's going
01:13:03 --> 01:13:04: to feel better?
01:13:04 --> 01:13:06: So that's just an example with the hair appointment,
01:13:06 --> 01:13:09: but sometimes it's also just the other things like.
01:13:09 --> 01:13:12: You know, I am so many things that you can.
01:13:12 --> 01:13:14: I'm not gonna get into details,
01:13:14 --> 01:13:16: but there's so many things that you can be thinking
01:13:16 --> 01:13:19: about for checking in with your future self anything that
01:13:19 --> 01:13:20: you're planning,
01:13:20 --> 01:13:23: right? Oh, I'm going to paint the house this weekend
01:13:23 --> 01:13:25: was like and all the things that you have to
01:13:25 --> 01:13:26: do to make that happen.
01:13:26 --> 01:13:29: Does future you the doer actually want to do them?
01:13:29 --> 01:13:31: It's going to feel OK for yourself.
01:13:31 --> 01:13:34: So often we we just make plans for future self
01:13:34 --> 01:13:38: without actually checking with future self and that's when we
01:13:38 --> 01:13:39: feel stressed.
01:13:39 --> 01:13:43: OK. And then time discipline being the key to time
01:13:43 --> 01:13:44: freedom.
01:13:44 --> 01:13:47: So bringing all of these things together and I want
01:13:47 --> 01:13:48: to share with you.
01:13:48 --> 01:13:50: And this is the final thing I'd share with you
01:13:50 --> 01:13:53: before we wrap for the day is an exercise I
01:13:53 --> 01:13:55: call ditch your To Do List so somebody said she
01:13:55 --> 01:13:58: loves having lists. I don't remember who that was,
01:13:58 --> 01:14:00: but you love having listened my challenge to you is
01:14:01 --> 01:14:03: to ditch that list and I'll tell you why,
01:14:03 --> 01:14:07: because time mastery is about being in integrity with
yourself.
01:14:07 --> 01:14:10: And what do I mean by that is?
01:14:10 --> 01:14:13: Checking in with future you.

01:14:13 --> 01:14:16: Keeping your word to yourself when you put some of
01:14:16 --> 01:14:19: the calendar and making your calendar of sacred space so
01:14:19 --> 01:14:22: many of us use our calendars or we have this
01:14:22 --> 01:14:24: To Do List that just goes longer and longer and
01:14:24 --> 01:14:25: longer.
01:14:25 --> 01:14:27: We never get things done and we keep moving them
01:14:27 --> 01:14:28: to another list,
01:14:28 --> 01:14:31: but they don't get done and so or we're making
01:14:31 --> 01:14:34: promises to ourselves about things we're going to do and
01:14:34 --> 01:14:36: then we don't do them.
01:14:36 --> 01:14:38: So for about a year.
01:14:38 --> 01:14:41: Before I started using this technique,
01:14:41 --> 01:14:44: I wanted to clean a bookshelf in my office.
01:14:44 --> 01:14:46: And every weekend I had a plan to clean the
01:14:46 --> 01:14:48: bookshelf in my office and then I would never do
01:14:48 --> 01:14:49: it.
01:14:49 --> 01:14:52: So that darn bookshelf was stressing me out constantly and
01:14:52 --> 01:14:54: in my mind it was going to take me hours
01:14:54 --> 01:14:56: and it was gonna be this big thing.
01:14:56 --> 01:14:57: And finally, when I said that's it,
01:14:57 --> 01:14:59: damn it. I am going to get this off my
01:14:59 --> 01:15:00: To Do List.
01:15:00 --> 01:15:03: I'm going to schedule it and I'm going to keep
01:15:03 --> 01:15:07: my word to myself that I'm going to clean that
01:15:07 --> 01:15:08: bookshelf off.
01:15:08 --> 01:15:10: What I thought was going to take hours took me
01:15:10 --> 01:15:11: 20 minutes.
01:15:11 --> 01:15:15: OK so it's a it's a great technique for you
01:15:15 --> 01:15:15: so.
01:15:15 --> 01:15:18: Patty had to run, but Patty is a client of
01:15:18 --> 01:15:19: mine.
01:15:19 --> 01:15:22: Who and I love what she shared about the ditching
01:15:22 --> 01:15:24: the To Do List about how it helped her to
01:15:24 --> 01:15:27: track her time and help her feel more control of
01:15:27 --> 01:15:30: her both her time and her energy.
01:15:30 --> 01:15:32: We got rid of the To Do List and now
01:15:32 --> 01:15:35: Patty schedules things into her calendar and she only puts
01:15:35 --> 01:15:38: them there if she knows for sure that future Patty
01:15:38 --> 01:15:39: is OK with doing them.
01:15:39 --> 01:15:42: OK, so there's a challenge for you.
01:15:42 --> 01:15:44: This is in your workbook.
01:15:44 --> 01:15:47: And my recommendation is that you do this.

01:15:47 --> 01:15:50: Choose one task on your To Do List.

01:15:50 --> 01:15:53: Open your calendar, choose a date and schedule it.

01:15:53 --> 01:15:55: Now check in with future you before you put it

01:15:55 --> 01:15:57: in the calendar and tell yourself I said your group

01:15:57 --> 01:15:59: 'cause we were going to do breakouts,

01:15:59 --> 01:16:02: but I think we're going to skip that less great

01:16:02 --> 01:16:03: breakout Shannon.

01:16:03 --> 01:16:06: Tell yourself the story of how it's going to go

01:16:06 --> 01:16:09: and how you will feel after you've done it.

01:16:09 --> 01:16:12: This is really important. Getting into the feeling of what

01:16:12 --> 01:16:13: it's going to be like,

01:16:13 --> 01:16:17: and then you rinse and repeat until your To Do

01:16:17 --> 01:16:20: List is empty and you repeat this weekly.

01:16:20 --> 01:16:22: I like to do it on Sunday evenings.

01:16:22 --> 01:16:24: Some of my clients do it on Friday afternoons,

01:16:24 --> 01:16:26: some do it Monday mornings.

01:16:26 --> 01:16:27: Do what works for you,

01:16:27 --> 01:16:30: but ditch that To Do List because it will reduce

01:16:30 --> 01:16:33: your stress once you train yourself to.

01:16:33 --> 01:16:36: Keep your word to yourself when you say you're going

01:16:36 --> 01:16:38: to do something and train yourself that your calendar is

01:16:38 --> 01:16:41: absolutely a sacred space that only things you're going to

01:16:41 --> 01:16:43: do get in there. Yes,

01:16:43 --> 01:16:49: life happens sometimes and we have to adjust and be

01:16:49 --> 01:16:51: flexible and.

01:16:51 --> 01:16:54: We can be flexible if we have those healthy boundaries

01:16:54 --> 01:16:56: around our calendar.

01:16:56 --> 01:16:58: And we're still protecting ourselves and we're getting more

01:16:58 --> 01:17:02: done.

01:16:58 --> 01:17:02: And we prevent burnout and stress by doing that.

01:17:02 --> 01:17:05: OK, so ultimately, time discipline is the key to time,

01:17:05 --> 01:17:09: freedom. So today we've covered the five keys to avoiding

01:17:09 --> 01:17:13: burnout and creating optimal success by being your own best

01:17:13 --> 01:17:14: leader.

01:17:14 --> 01:17:16: I know I have fire hose you with a lot

01:17:16 --> 01:17:18: of things about tuning into your needs,

01:17:18 --> 01:17:21: decluttering, tending to your zone of genius,

01:17:21 --> 01:17:24: and your other gifts, and anticipating threats.

01:17:24 --> 01:17:28: Communicating your expectations and your boundaries with

01:17:24 --> 01:17:28: yourself kindly and

01:17:28 --> 01:17:31: mastering your time to create a sense of time.

01:17:31 --> 01:17:35: Freedom for yourself. I would love to hear from you.

01:17:35 --> 01:17:39: What your key takeaways are?
01:17:39 --> 01:17:41: You can share that in the chat and I'm going
01:17:41 --> 01:17:42: to go back to the corner.
01:17:42 --> 01:17:44: We're going to move. Thank you,
01:17:44 --> 01:17:47: Colleen, and I'm glad that you love that idea and
01:17:47 --> 01:17:48: it is really,
01:17:48 --> 01:17:51: really effective. And if you share with me your key
01:17:52 --> 01:17:53: takeaways from today,
01:17:53 --> 01:17:55: I'm going to actually in a moment where to come
01:17:55 --> 01:17:55: off the screen.
01:17:55 --> 01:17:57: I'm going to allow you to do that without typing,
01:17:57 --> 01:17:59: and then we'll go into question,
01:17:59 --> 01:18:01: period. There are some questions in the chat for me,
01:18:01 --> 01:18:03: so I promised you that I would have a gift
01:18:03 --> 01:18:03: for you,
01:18:03 --> 01:18:07: and I do so. It's called the balance boot camp.
01:18:07 --> 01:18:10: It's A5 video training. Session is delivered to your inbox
01:18:10 --> 01:18:14: over 21 days and it's five downloadable workshop workbooks
where
01:18:14 --> 01:18:16: you can go deeper into some of the things we
01:18:16 --> 01:18:19: do today, and there's even some more stuff in there.
01:18:19 --> 01:18:22: Shannon is going to share the links in the chat.
01:18:22 --> 01:18:24: And you'll notice that the link she shares doesn't match
01:18:24 --> 01:18:24: this one,
01:18:24 --> 01:18:26: 'cause I'm realizing that I sent a different link,
01:18:26 --> 01:18:27: but they both go the same place.
01:18:27 --> 01:18:28: So if you want to bit LY one,
01:18:28 --> 01:18:31: this is what you got or you got the one
01:18:31 --> 01:18:32: that Shannon shares.
01:18:32 --> 01:18:34: There are three ways that you can work with me.
01:18:34 --> 01:18:36: If you want to take what we've done today and
01:18:36 --> 01:18:40: actually turn it into lasting transformation and actually do the
01:18:40 --> 01:18:40: work.
01:18:40 --> 01:18:44: I'm really aware as an educator and someone who's done.
01:18:44 --> 01:18:48: These attended these workshops and it's so easy go.
01:18:48 --> 01:18:50: Yeah, it's a great idea and your doers,
01:18:50 --> 01:18:51: like your planners like. Yeah,
01:18:51 --> 01:18:53: I'm going to do all those things and then the
01:18:54 --> 01:18:56: next day comes on your and your doors like I'm
01:18:56 --> 01:18:56: not doing that.
01:18:56 --> 01:18:59: Because you're in the habit of doing what you've always
01:18:59 --> 01:18:59: done.

01:18:59 --> 01:19:01: So if you want to go deeper and have some
01:19:01 --> 01:19:02: support with that,
01:19:02 --> 01:19:04: there's three ways you can work with me.
01:19:04 --> 01:19:07: I do VIP1 on one coaching for business and personal
01:19:07 --> 01:19:08: leadership.
01:19:08 --> 01:19:10: I do mental fitness training.
01:19:10 --> 01:19:12: You'll learn more about that once you do the saboteur
01:19:12 --> 01:19:13: assessment,
01:19:13 --> 01:19:16: and I have a leadership triad mastermind where I work
01:19:16 --> 01:19:19: with three people on developing all of the things that
01:19:19 --> 01:19:20: we talked about today,
01:19:20 --> 01:19:24: meeting your needs boundaries. All of those great things,
01:19:24 --> 01:19:26: and I have applications are now open for that leadership
01:19:26 --> 01:19:28: triad that I'm going to be starting in January,
01:19:28 --> 01:19:31: so you can email me if any of those things
01:19:31 --> 01:19:33: interest you and take a screenshot.
01:19:33 --> 01:19:35: Here's how we can connect.
01:19:35 --> 01:19:37: If you want to follow me on Instagram,
01:19:37 --> 01:19:42: I share some insights. There regularly and you can also.
01:19:42 --> 01:19:45: Listen to what I share on this other Life project
01:19:45 --> 01:19:48: podcast because I do a lot of teaching on there
01:19:48 --> 01:19:50: as well and I have guests who are living the
01:19:50 --> 01:19:53: dream who are creating what I call a stellar life
01:19:53 --> 01:19:57: where you have ease and flow without being stressed out
01:19:57 --> 01:20:01: and have optimal performance and success in your career,
01:20:01 --> 01:20:06: profession or business while still having space for yourself.
01:20:06 --> 01:20:09: It really is possible. It really is taking money from
01:20:09 --> 01:20:09: me.
01:20:09 --> 01:20:11: Someone who didn't believe it was and I live like
01:20:11 --> 01:20:13: it wasn't possible and I am now living.
01:20:13 --> 01:20:15: Like it is possible and it's wonderful,
01:20:15 --> 01:20:17: and I want that for you too,
01:20:17 --> 01:20:20: alright? Here we go, can we?
01:20:20 --> 01:20:23: I'm going to move this over to.
01:20:23 --> 01:20:25: Shannon has shared those in the chat.
01:20:25 --> 01:20:28: Thank you so much and I I'm I'm going to
01:20:29 --> 01:20:33: go to gallery view and if you can bring yourselves
01:20:34 --> 01:20:34: on camera.
01:20:34 --> 01:20:37: That would be great. I'm going to go back up.
01:20:37 --> 01:20:39: There was a message. There was a question from
01:20:44 --> 01:20:48: somebody.
01:20:44 --> 01:20:48: OK. So I would love to hear from you if

01:20:48 --> 01:20:52: you want to just put your hand up,
01:20:52 --> 01:20:55: love to hear from you what it inside or take
01:20:55 --> 01:20:56: away was for you.
01:20:56 --> 01:20:57: Or if you have a question.
01:20:57 --> 01:20:59: And while you're getting yourself kind of sort of,
01:20:59 --> 01:21:01: you know where the hands up button is right?
01:21:01 --> 01:21:06: I have a question here from someone says.
01:21:06 --> 01:21:09: Knowing that sometimes it's difficult to drastically change the
lifestyle
01:21:09 --> 01:21:11: that can potentially lead to burnout.
01:21:11 --> 01:21:13: What are some small steps that one can take to
01:21:14 --> 01:21:15: gain a better grip?
01:21:15 --> 01:21:16: How can we learn to say no?
01:21:16 --> 01:21:20: Yeah, that's a oh this is a big question.
01:21:20 --> 01:21:23: So small steps I think I've shared with you today
01:21:23 --> 01:21:25: some small steps and the key really is is going.
01:21:25 --> 01:21:28: What's the small step that you feel like you can
01:21:28 --> 01:21:28: take?
01:21:28 --> 01:21:31: Because if we force ourselves to take massive steps and
01:21:31 --> 01:21:34: these things it's like when it's like when you go
01:21:34 --> 01:21:37: to the you decide I'm going to run a marathon
01:21:37 --> 01:21:39: and you've never jogged a day in your life.
01:21:39 --> 01:21:41: You gotta first start by maybe going for a brisk
01:21:42 --> 01:21:42: walk,
01:21:42 --> 01:21:45: right? And so it's those little steps and look.
01:21:45 --> 01:21:47: Here's what is one small area and that's why I
01:21:47 --> 01:21:50: invited you at the beginning to think about a micro
01:21:50 --> 01:21:51: shift that you can make.
01:21:51 --> 01:21:53: It's going to make all the difference.
01:21:53 --> 01:21:56: What is the biggest stressor in your life right now
01:21:56 --> 01:21:57: that would be the question.
01:21:57 --> 01:22:00: I ask that person is like to get a better
01:22:00 --> 01:22:00: grip.
01:22:00 --> 01:22:04: What does that mean? Biggest stressor for you.
01:22:04 --> 01:22:06: How can we learn to say no?
01:22:06 --> 01:22:09: Isn't it was another question well?
01:22:09 --> 01:22:13: Practice you. The only way to learn to say no
01:22:13 --> 01:22:15: is to practice saying no,
01:22:15 --> 01:22:17: and there's a lot of value and This is why
01:22:17 --> 01:22:19: I shared the assessment with you.
01:22:19 --> 01:22:21: It's a tool that I think is so valuable is
01:22:21 --> 01:22:25: understanding why it is you feel you can't say no.

01:22:25 --> 01:22:28: What is the story that you're telling yourself that's been
01:22:28 --> 01:22:32: playing on repeat in the background so quietly that you
01:22:32 --> 01:22:33: can hardly hear it,
01:22:33 --> 01:22:36: but it's there. What is the story that you tell
01:22:36 --> 01:22:38: yourself about yourself?
01:22:38 --> 01:22:40: If you say no, a lot of like oh if
01:22:40 --> 01:22:40: I say no,
01:22:40 --> 01:22:43: I'm a bad person or they'll think I'm selfish.
01:22:43 --> 01:22:46: Or they think I'm rude or I'm just I don't
01:22:46 --> 01:22:48: care so there's a lot of things that we have
01:22:48 --> 01:22:51: to uncover in the process of getting to know right?
01:22:51 --> 01:22:54: Saying no, it's like, why aren't you?
01:22:54 --> 01:22:56: Why do you feel like you can't?
01:22:56 --> 01:22:59: And then it's practicing it in small ways.
01:22:59 --> 01:23:03: You know this. The summons before that small baby steps
01:23:03 --> 01:23:05: that you can take and saying Nope and I shared
01:23:05 --> 01:23:07: with you before like.
01:23:07 --> 01:23:09: When you want to say no.
01:23:09 --> 01:23:11: You can simply say that doesn't work for me and
01:23:11 --> 01:23:13: I know for a lot of my clients,
01:23:13 --> 01:23:17: just saying that doesn't work for me is so much
01:23:17 --> 01:23:18: easier than saying no.
01:23:18 --> 01:23:22: And practicing that, I have client who yesterday told me
01:23:22 --> 01:23:23: that her parents,
01:23:23 --> 01:23:26: both of them keep calling her to complain that they're
01:23:26 --> 01:23:27: separate.
01:23:27 --> 01:23:30: They don't live together, but they they both call it
01:23:30 --> 01:23:32: to complain about her other siblings.
01:23:32 --> 01:23:34: Which is like I I don't want to hear this.
01:23:34 --> 01:23:35: I don't want to be the one who's like.
01:23:35 --> 01:23:37: They're sounding board. And so I said,
01:23:37 --> 01:23:39: try that. She doesn't know if she's that same things
01:23:39 --> 01:23:42: like I can't say no to them 'cause they're my
01:23:42 --> 01:23:43: parents and their authority,
01:23:43 --> 01:23:46: and they're you know, and that relationship and I said,
01:23:46 --> 01:23:48: just say look, it doesn't work for me for you
01:23:48 --> 01:23:49: to tell me.
01:23:49 --> 01:23:52: For you to be your sounding board.
01:23:52 --> 01:23:54: And and I'm not going to solve this problem for
01:23:54 --> 01:23:54: you,
01:23:54 --> 01:23:57: so that's one way of learning to say no.
01:23:57 --> 01:24:01: Hope that's helpful. Any other questions?

01:24:01 --> 01:24:04: I have one more question in the chat here that
01:24:04 --> 01:24:06: I see I'm burnt out.
01:24:06 --> 01:24:08: It's hard to know whether I'm burnt out or if
01:24:08 --> 01:24:09: I'm overreacting.
01:24:09 --> 01:24:10: Oh, I'm not sure who said this,
01:24:10 --> 01:24:14: 'cause it was forwarded to me and.
01:24:14 --> 01:24:17: If you. Are doubting yourself.
01:24:17 --> 01:24:21: Chances are you are burnt out because if you cannot
01:24:21 --> 01:24:24: able to kind of identify 'cause that's the thing about
01:24:24 --> 01:24:25: burnout.
01:24:25 --> 01:24:27: It's like you know you can barely lift your hand
01:24:27 --> 01:24:29: up to say hey I need some help right?
01:24:29 --> 01:24:32: Because there's just not there so you start judging yourself.
01:24:32 --> 01:24:34: And if you're not burnt out yet but you're judging
01:24:34 --> 01:24:35: yourself about overreacting,
01:24:35 --> 01:24:38: chances are you're on your way to burnout.
01:24:38 --> 01:24:40: If you're feeling tired and like you've got nothing left
01:24:40 --> 01:24:40: to give.
01:24:40 --> 01:24:43: Chances are you're burnt out.
01:24:43 --> 01:24:45: And acknowledgement of burnout is hard.
01:24:45 --> 01:24:48: Yes, when you want to excel in different ways,
01:24:48 --> 01:24:50: how do you trust your intuition?
01:24:50 --> 01:24:53: Yeah, you just you've got to.
01:24:53 --> 01:24:55: Your intuition is never wrong,
01:24:55 --> 01:24:58: but it's learning to hear what is that small voice?
01:24:58 --> 01:25:00: What is me? What is other things right?
01:25:00 --> 01:25:03: And you were self sabotage style might be to be
01:25:03 --> 01:25:07: the hyper achiever like me Oh my gosh I ignored
01:25:07 --> 01:25:08: it for a long time.
01:25:08 --> 01:25:10: Burnout is like this you get this.
01:25:10 --> 01:25:13: Hit this information so I might be kind of burned
01:25:13 --> 01:25:14: out I'm kind of tired.
01:25:14 --> 01:25:17: There we go. It's like your hand on a hot
01:25:17 --> 01:25:17: stove.
01:25:17 --> 01:25:19: And he's like I'm fine.
01:25:19 --> 01:25:22: I'm fine anytime your hands like burning like I'm fine,
01:25:22 --> 01:25:23: I'm fine, I'm really I'm fine.
01:25:23 --> 01:25:26: So if you find yourself saying why I'm so tired
01:25:26 --> 01:25:30: but I'm fine I can do it right that's the
01:25:30 --> 01:25:34: compensating you probably are experiencing some burnout.
01:25:34 --> 01:25:42: Right? Wonderful thank you. For sharing the link out great
01:25:42 --> 01:25:46: and then we got some feedback.

01:25:46 --> 01:25:48: Favorite build mental fitness, yes.
01:25:48 --> 01:25:51: Real protection for yourself and set boundaries great.
01:25:51 --> 01:25:54: That was a take away so feel free to unmute
01:25:54 --> 01:25:56: and I'd love to hear from you.
01:25:56 --> 01:25:58: 'cause I've done a lot of talking and I would
01:25:58 --> 01:25:59: like to hear some other people talk.
01:26:03 --> 01:26:06: So someone share a takeaway or discover with me that
01:26:07 --> 01:26:08: they're going to come.
01:26:08 --> 01:26:14: Apply. Hi I'm Laura. Hi Laura,
01:26:14 --> 01:26:16: thank you. That was awesome.
01:26:16 --> 01:26:21: I'm not sure what I expected but that was beyond
01:26:21 --> 01:26:22: my expectations.
01:26:22 --> 01:26:26: My the key things that just like resonated in my
01:26:27 --> 01:26:31: brain was make space for what matters and every yes
01:26:31 --> 01:26:35: is a no like framing that just like that is
01:26:35 --> 01:26:39: it was very insightful and and that doesn't work for
01:26:39 --> 01:26:40: me.
01:26:40 --> 01:26:44: I I am going to start implementing that sense.
01:26:44 --> 01:26:47: Yeah yeah wonderful and it can come from a place
01:26:47 --> 01:26:49: of just that's a healthy boundary.
01:26:49 --> 01:26:52: It doesn't work for me and ask yourself does this
01:26:52 --> 01:26:53: work for me?
01:26:53 --> 01:26:54: No, and you you'll know,
01:26:54 --> 01:26:57: wonderful. Yeah, I'm so glad it's great.
01:26:57 --> 01:27:01: Thank you. Thank you. I have another question here that
01:27:01 --> 01:27:02: just came to me privately.
01:27:02 --> 01:27:05: How do I deal with the discomfort of not going
01:27:05 --> 01:27:07: to move my chat box over so I can see
01:27:07 --> 01:27:08: the whole thing?
01:27:08 --> 01:27:12: How do I deal with the discomfort of facing uncertainties
01:27:12 --> 01:27:15: at times of growth that could lead to burning out
01:27:15 --> 01:27:15: oh?
01:27:18 --> 01:27:21: Just trying to, can you give me a little bit
01:27:21 --> 01:27:21: more there?
01:27:21 --> 01:27:25: How do I deal with the discomfort of facing uncertainties
01:27:25 --> 01:27:29: at times of growth that could lead to burning out?
01:27:29 --> 01:27:32: So and if this is if it's not accurate,
01:27:32 --> 01:27:34: I when I'm reading this is like kind of fear
01:27:34 --> 01:27:37: of like if I work harder there's tons of growth.
01:27:37 --> 01:27:39: I'm going to be giving more in my profession.
01:27:39 --> 01:27:42: And how do I? You know how do I deal
01:27:42 --> 01:27:43: with that discomfort?

01:27:43 --> 01:27:46: 'cause I I'm I might be having to grow,
01:27:47 --> 01:27:50: and I'm suspecting here there for the person who asked
01:27:50 --> 01:27:53: me this question is like there might be a fear
01:27:53 --> 01:27:55: that comes from that myth that we all have that
01:27:55 --> 01:27:58: to be more successful, we're going to have to sacrifice.
01:27:58 --> 01:27:59: We're going to have to work hard,
01:27:59 --> 01:28:01: are going to have to give up more of our
01:28:01 --> 01:28:01: time,
01:28:01 --> 01:28:03: and we're going to have to give up more of
01:28:03 --> 01:28:04: our energy.
01:28:04 --> 01:28:06: And we're not going to be able to take care
01:28:06 --> 01:28:07: of ourselves.
01:28:07 --> 01:28:11: And we're already in a place where we're feeling like.
01:28:11 --> 01:28:16: Overwhelmed and overextended? It's really hard to say.
01:28:16 --> 01:28:18: OK, sure, I'll grow some more.
01:28:18 --> 01:28:20: Yeah, thanks exactly sorry, right?
01:28:20 --> 01:28:21: I'm going to do more.
01:28:21 --> 01:28:22: I already can't do anymore.
01:28:22 --> 01:28:25: And how am I going to advance in my career
01:28:25 --> 01:28:28: or grow my business or anything if I feel like
01:28:28 --> 01:28:30: I can't do anything else?
01:28:30 --> 01:28:34: So the answer to that is like let's get into.
01:28:34 --> 01:28:40: The stories you're telling yourself and start changing that
01:28:40 --> 01:28:40: story
01:28:40 --> 01:28:44: again.
01:28:40 --> 01:28:44: I'm really interested in you doing this abatur assessment and
01:28:44 --> 01:28:47: seeing what kind of stories 'cause identifying which
01:28:47 --> 01:28:47: saboteurs you
01:28:47 --> 01:28:47: have.
01:28:47 --> 01:28:49: And by the way you have these saboteurs.
01:28:49 --> 01:28:51: They are not who you are,
01:28:51 --> 01:28:55: which saboteurs. Which style of self sabotage you have.
01:28:55 --> 01:28:59: Will help you to see how you can change your
01:28:59 --> 01:29:04: stories because a hyper achiever has a different story than
01:29:04 --> 01:29:05: a hypervigilant.
01:29:05 --> 01:29:07: So someone who's got a hypervigilant.
01:29:07 --> 01:29:09: So I'm hyper achiever, never good enough,
01:29:09 --> 01:29:10: gotta do more I gotta do more,
01:29:10 --> 01:29:12: I gotta do more right and then I'll be good
01:29:12 --> 01:29:13: enough someday.
01:29:13 --> 01:29:15: When I do this degree and that degree and that
01:29:15 --> 01:29:17: certification and all these different things I have to create

01:29:17 --> 01:29:18: before then I'll be good.

01:29:18 --> 01:29:21: Anna hypervigilant as somebody who's like the world is a scary place.

01:29:22 --> 01:29:22: Everything scary I have to pay attention to everything.

01:29:22 --> 01:29:25: 'cause if I'm not holding everything together,

01:29:25 --> 01:29:27: the whole world is going to fall apart,

01:29:27 --> 01:29:29: right? So depending on which story you have,

01:29:29 --> 01:29:33: will determine how you can change your response to that discomfort and I think to a lot of people don't

01:29:33 --> 01:29:37: take the time to define success for themselves because we

01:29:37 --> 01:29:41: get on this thing like I did when I was

01:29:41 --> 01:29:45: in real estate.

01:29:45 --> 01:29:47: Oh that's successful. OK, I'm going to go for that.

01:29:48 --> 01:29:48: And then I got that.

01:29:48 --> 01:29:51: So there was a leak coaching mastermind group that you

01:29:51 --> 01:29:52: needed to have a rather large dollar income to be

01:29:52 --> 01:29:55: a part of the group.

01:29:55 --> 01:29:58: And I was like, OK,

01:29:58 --> 01:29:59: I want to be in that group.

01:29:59 --> 01:30:01: I'm going to go get that goal and I went

01:30:01 --> 01:30:01: and got that goal and I was like,

01:30:01 --> 01:30:04: well, I don't feel successful.

01:30:04 --> 01:30:06: I don't feel happy. This is not for me 'cause

01:30:06 --> 01:30:07: I went out with other peoples.

01:30:07 --> 01:30:10: Uhm, definition of success. So even in your workspace like

01:30:10 --> 01:30:12: what is your definition of success?

01:30:12 --> 01:30:17: I have a few more questions here.

01:30:17 --> 01:30:20: How to better tune in to our needs and tuning

01:30:20 --> 01:30:22: into what our body is telling us?

01:30:22 --> 01:30:24: Yes OK so. Doing those mindfulness exercises like coming to

01:30:24 --> 01:30:25: your senses and spending time with that daily.

01:30:25 --> 01:30:30: Will help you to be out more aware of your

01:30:31 --> 01:30:35: body.

01:30:35 --> 01:30:37: I've actually and another way,

01:30:37 --> 01:30:37: if you're into fitness, which I hope you guys are,

01:30:37 --> 01:30:39: and if you aren't, you should because your body needs

01:30:39 --> 01:30:42: it.

01:30:42 --> 01:30:45: He I've just started this program called the class and

01:30:45 --> 01:30:49: they're all about body movement and so it's a great

01:30:49 --> 01:30:52: way to kind of really tune into your body.

01:30:52 --> 01:30:54: But honestly, it's those fitness that that mental fitness comes

01:30:54 --> 01:30:59: from.

01:30:59 --> 01:30:59:

01:30:59 --> 01:31:02: Meditation and mindfulness. And if you're not a meditator,
01:31:02 --> 01:31:05: that's fine. But the mindfulness techniques like the one I
01:31:05 --> 01:31:06: taught you,
01:31:06 --> 01:31:07: which you can break up.
01:31:07 --> 01:31:10: Yes, the class is so good you can.
01:31:10 --> 01:31:12: You can just do any of those senses.
01:31:12 --> 01:31:14: You could just do visualize,
01:31:14 --> 01:31:19: like right now you could be practicing the visual mindfulness
01:31:19 --> 01:31:20: look at the screen,
01:31:20 --> 01:31:22: look at me and notice something about me.
01:31:22 --> 01:31:26: You haven't noticed on the whole call today.
01:31:26 --> 01:31:29: That's mindfulness that's paying attention,
01:31:29 --> 01:31:30: so that's the short answer to that question,
01:31:30 --> 01:31:32: and I've got a whole program on it.
01:31:32 --> 01:31:33: If you want to know more about how to tune
01:31:33 --> 01:31:35: into what your body is telling you,
01:31:35 --> 01:31:39: contact me and I'll tell you more about that.
01:31:39 --> 01:31:41: Nikki, thank you. Thank you so much.
01:31:41 --> 01:31:44: It's been great to have everybody here and I appreciate
01:31:44 --> 01:31:46: you as hyper Achiever.
01:31:46 --> 01:31:47: He's somebody who's done the assessment already.
01:31:47 --> 01:31:49: The Hyper Achiever has already completed the assessment
 and she
01:31:49 --> 01:31:51: already knows what she is.
01:31:51 --> 01:31:55: Of course she has come and yeah there we go.
01:31:55 --> 01:31:58: So we are coming very close to the end of
01:31:58 --> 01:32:02: our time together today I just want to just check
01:32:02 --> 01:32:06: in one more time if there's any questions that they
01:32:06 --> 01:32:10: remain anything else that. You want to just say into
01:32:10 --> 01:32:14: the space about a takeaway that will allow you to
01:32:14 --> 01:32:17: be complete with our session today,
01:32:17 --> 01:32:21: so. Let me know if there's anything else that you
01:32:22 --> 01:32:25: would like to share or express.
01:32:25 --> 01:32:26: And I'm going to be quiet for a moment.
01:32:26 --> 01:32:27: I'll let you on mute and just speak into the
01:32:27 --> 01:32:28: space.
01:32:30 --> 01:32:32: And I'm a teacher so I could do this for
01:32:32 --> 01:32:32: a really long time.
01:32:34 --> 01:32:37: I I have to do lists UM,
01:32:37 --> 01:32:40: but I have to do books.
01:32:40 --> 01:32:43: So I have a book such designated for my To
01:32:43 --> 01:32:45: Do List and I will re write them on the

01:32:45 --> 01:32:47: next page if I don't get them done.

01:32:47 --> 01:32:50: So I'm going to put it in my calendar and

01:32:50 --> 01:32:52: actually set it as a realistic goal.

01:32:52 --> 01:32:53: So that was a good takeaway,

01:32:53 --> 01:32:56: awesome, yeah, and I do.

01:32:56 --> 01:32:59: I'm a bullet journal error and the the system with

01:32:59 --> 01:33:02: Bullet Journal is if you move it like if you

01:33:03 --> 01:33:06: migrate it to the next page more than three times,

01:33:06 --> 01:33:09: you don't really want to do it and you should

01:33:09 --> 01:33:10: delete it.

01:33:10 --> 01:33:12: So now they're both pages out.

01:33:12 --> 01:33:14: Yeah, right, and I'm curious like how does that make

01:33:14 --> 01:33:16: you feel having those things hanging around?

01:33:16 --> 01:33:18: Hang in there, right? So yeah,

01:33:18 --> 01:33:19: thank you for sharing that.

01:33:23 --> 01:33:25: I also love the idea of teaching the To Do

01:33:25 --> 01:33:26: List.

01:33:26 --> 01:33:28: Uhm, I have A to do list that I get

01:33:29 --> 01:33:32: my team to help me manage and and each morning

01:33:33 --> 01:33:36: we start by then reminding me how many things I

01:33:37 --> 01:33:41: haven't done in the previous day and I think that

01:33:41 --> 01:33:47: certainly impacts morale from both there and and my end

01:33:47 --> 01:33:48: up and.

01:33:48 --> 01:33:53: And we have started putting things into the calendar.

01:33:53 --> 01:33:54: I think it's a part of it.

01:33:54 --> 01:33:59: Is that time, discipline and simply saying I'm blocking X

01:33:59 --> 01:34:03: amount of hours off and during that time I'm attending

01:34:03 --> 01:34:06: to nothing except for what I have set out to

01:34:07 --> 01:34:10: do. The wildly important goals right now and I would

01:34:10 --> 01:34:13: just add it's really helpful to ask your team like

01:34:13 --> 01:34:14: tell your team.

01:34:14 --> 01:34:16: Here's what you can do to support me or somebody

01:34:16 --> 01:34:17: else is saying I'm blocking this time.

01:34:17 --> 01:34:19: What do you? What does support look like?

01:34:19 --> 01:34:22: What do you need to help make that happen?

01:34:22 --> 01:34:24: If you're having this? Conversations already around that To

01:34:24 --> 01:34:24: Do

01:34:24 --> 01:34:24: List.

01:34:24 --> 01:34:27: Then you can. You can add that wonderful so good.

01:34:36 --> 01:34:40: I would dumb sorry, I would add that the the

01:34:40 --> 01:34:42: the ditching me To Do List.

01:34:42 --> 01:34:44: I've been working with them for a little over a

01:34:44 --> 01:34:45: year now.

01:34:45 --> 01:34:49: I've actually found it to be super helpful because when

01:34:49 --> 01:34:51: you start scheduling things.

01:34:51 --> 01:34:54: And new tasks come up and you don't have space

01:34:54 --> 01:34:55: in the calendar.

01:34:55 --> 01:34:59: You can actually accurately forecast when you'll get things done,

01:34:59 --> 01:35:01: and that's where I found it to be really useful

01:35:01 --> 01:35:04: because you may have a huge To Do List and

01:35:04 --> 01:35:06: then somebody calls you and it's like,

01:35:06 --> 01:35:08: hey, I need help with this.

01:35:08 --> 01:35:09: You're like Oh no problem.

01:35:09 --> 01:35:11: I can get that by tomorrow afternoon,

01:35:11 --> 01:35:13: but then when you. Actually,

01:35:13 --> 01:35:16: start looking at the worker fitted in the calendar if

01:35:16 --> 01:35:18: you think it's going to take an hour or two

01:35:19 --> 01:35:21: then you can see oh it's actually going to be

01:35:21 --> 01:35:25: like next week. I need to get to this so

01:35:25 --> 01:35:29: that's a big thing that I've I've gained from from

01:35:29 --> 01:35:30: that system.

01:35:30 --> 01:35:34: Yeah, thanks Jeff and on that note we are at

01:35:34 --> 01:35:35: time.

01:35:35 --> 01:35:37: If anybody else wants to have a further conversation with

01:35:37 --> 01:35:38: me you can reach out actually.

01:35:38 --> 01:35:39: In fact, you know what?

01:35:39 --> 01:35:40: I wasn't trying to do this,

01:35:40 --> 01:35:42: but I'm going to do it first.

01:35:42 --> 01:35:44: Three people who email me you get.

01:35:44 --> 01:35:46: You could have 30 minutes time with me and we'll

01:35:46 --> 01:35:48: just have a chat about anything that you want to

01:35:48 --> 01:35:50: talk about and how to work this through.

01:35:50 --> 01:35:54: 'cause there's some pretty big questions here and I just

01:35:54 --> 01:35:57: want to thank you for sharing your time and energy

01:35:57 --> 01:36:01: with me this afternoon and Shannon just posted something that

01:36:01 --> 01:36:05: chat. Thank you and thanks to that wli and you

01:36:05 --> 01:36:09: lie and and I've forgotten the name of the grows

01:36:09 --> 01:36:10: Thornton sorry I,

01:36:10 --> 01:36:13: I'm so sorry. And Shannon,

01:36:13 --> 01:36:16: what's the name? Norton Rose Fulbright.

01:36:16 --> 01:36:18: Norton Rose Fulbright. I knew there was a rose in

01:36:18 --> 01:36:21: there and I just was planned to see it right

01:36:21 --> 01:36:21: and I hadn't.

01:36:21 --> 01:36:23: I had it on my slide in my closing slide
01:36:23 --> 01:36:23: so anyways,
01:36:23 --> 01:36:27: thank you to them for sponsoring this and thanks for
01:36:27 --> 01:36:30: everyone for being here and I am just delighted to
01:36:30 --> 01:36:32: have been able to be here with you.
01:36:32 --> 01:36:34: So thank you so much.
01:36:34 --> 01:36:38: Go and be stellar. Thank you,
01:36:38 --> 01:36:41: thank you Deborah, for such a insightful session.
01:36:41 --> 01:36:42: I think we'll come out with.
01:36:44 --> 01:36:47: Sorry, it's toolbox of of things that we can do
01:36:47 --> 01:36:50: to be a little bit more opt in dealing with
01:36:51 --> 01:36:52: love what life throws at us.
01:36:52 --> 01:36:55: Thanks everybody for joining us.
01:36:55 --> 01:36:57: We do have a number of events coming up this
01:36:57 --> 01:36:59: year in the new Year,
01:36:59 --> 01:37:02: all of our events are inclusive of all genders,
01:37:02 --> 01:37:03: so hope to see you there.
01:37:03 --> 01:37:05: Thank you. Bye bye.

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