

Take 100% Responsibility for your Life and your Results

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Hi there, this is Marisa Santoro, and welcome to your module on taking 100% responsibility for your life and for your results. This is one of the most powerful modules that we will work on together. And it's deliberately placed in the front of the program. It really will help you make the shift first and foremost of recognizing that the world is not happening to you. Circumstances, situations, events, people that are coming in and out of your life. These things are not happening to you, they're actually easily controlled and managed by you, when you make a shift into recognizing how you aren't the victim, and things aren't happening to you, but actually, you have a choice and a response to these things that are happening in your life. Now, this is a really challenging

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area to address because it is so easy, and so knee-jerk for us to say, "you know what, I don't know how I'm responsible for, you know, my spouse coming home from work, and their having not such a great, attitude, or my children not listening to me when I buy them everything and take care of everything they need, or my boss, treating me the way that he or she does, how am I responsible for that? And the truth of the matter is, you may very likely not be. But the beauty of this work is that when you take a position as if you are responsible, and the keywords are "acting as if", when you act as if you are responsible, whether it's true or not. When you act as if you are responsible for those things, your life works better.

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So for instance, if your colleague that you work with very closely on a daily basis, or your business partner is acting very bizarre one day for no apparent reason, just seems to be a repeating pattern, they're acting a little strange, you can take a step back and say to yourself, you know what, even looking at why the shift is happening in this person that I work with regularly, I can find an answer that could improve the quality of our relationship, I can find an answer that will improve the quality of our relationship.

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You're also responsible for the knowledge that you have in your head. So for instance, taking myself as an example, I remember when I was in my 20's, I had just started working in Corporate America, my first role was working for an insurance company. And everyone in that company spoke about insurance. There were graphs on the walls, emails were sent out about saving

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and retirement was everywhere. And, I was just out of college and I didn't really want to hear about the words retirement, I didn't even understand what that meant, except, that I had a father who was about to retire in I don't know, five years. So I knew, conceptually what that meant. But I felt very

overwhelmed in that company. Because I was so shell shocked by some of the language that was circling around in that culture. And I decided that rather than look dumbfounded in meetings, when business speak would come up, I was hired for technical but you know, needing to know the business. I went to Barnes and Noble. And I remember I bought one of those Dummy books on how to really understand your finances, how to plan for retirement. And so I'm just one of those dummy people, that love to read and really dive into some of the dummy work because the reason why those those books are really attractive is because they really whittle stuff down for people where they have no clue. So I used that as an example. Because at the time, feeling overwhelmed, not knowing my place and position in that company. I really wanted to get up to speed and be able to have normal conversations with people and not have this blank stare on my face and not understanding what some of these instruments, insurance instruments that they were talking about were. And so I had to take responsibility for that and buy a book

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in some ways if there's a place where you don't feel like you're up to speed, you can reach out to people you can find a mentor. I mean, there's no end to the things that you can do. So, I want you to consider the areas where of your life that you're not feeling you're in control of right now or have any, any say in and shift it around and ask yourself, you know, sort of swivel around to the other side of the table. This isn't a blame game.

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It's not a

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blame game, it's an awareness game. So if you were responsible for the situation or anything happening, what might be going on? And how can you make a difference to change the results? I like to refer to these warning signs as yellow alerts.

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Yellow alerts are areas in our life where we're sort of given, these little warnings of either something about to happen, or something that just doesn't feel right. I use the example of a colleague acting bizarre, it could be a financial decision, it could be marrying the person that you marry, you know, yellow alerts. And, if we're being honest, if you look back, at the times in your life when things didn't work out and you made the decision that didn't work out for you, poor decisions, weren't there always yellow alerts wasn't your gut, somewhere in there, sort of warning you to watch out? These probably weren't the best decisions, but you did it anyway. And the reason why, and this isn't a judgment game, again, not a blame game.

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The reason why we ignore yellow alerts, is because it's easier, it's uncomfortable to address the yellow alerts. So let me ask you, when you're considering the things happening in your life that are making you uneasy, anxious, stressed out, whatever negative level emotion you're experiencing, if you are experiencing, or just some discomfort. What are you pretending not to know?

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What are you pretending not to know? If you live in New York City,

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and you don't have a bolted lock on your door, and you get robbed of everything from your apartment,

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You know, have you taken responsibility of securing your apartment? Had you taken the responsibility for putting in an alarm? There are all these different things that we can do, minimal things and maximum things. And you really want to be clear on the things that you are ignoring and sweeping under the rug. Because again, the reason we ignore the yellow alerts is because they're uncomfortable, and we don't want to talk about it. Especially when, let's say you're, needing to save face, or there's some level of embarrassment you marry the person that you do, you're not happy, all of your friends are happily married, and you don't want to share that you're not getting your own happiness in your marriage, when everyone around you are newlyweds. So

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But I want you to consider as a strategy as a gutsy strategy, living your life in what I like to call 30 day experiments. So if you want to try something different,

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try doing something for 30 days. So on a personal level, I never used to meditate, I started meditating inched it up, never did it straight for a full week and I started meditating, and inched it up from five minutes from 10 minutes to 15 minutes. And that just clicked for me after a while. There are other things and other routines that I did in the past that I tried that didn't go out to 30 days because I didn't really feel like it worked for me, like yoga.

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power walks, they're just certain things that work and don't work. So try living your life in 30 day experiments listening to music before you go to sleep. Right and really taking the position of how am I creating this circumstance?

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There's a key formula that I want you to write down. It's called $E+R=O$.

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And the events are what are happening in your life. And those are the things that we have no control over. But what you do have very much control over is your response to those events and how you handle those events. that dictates the outcome.

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So taking the colleague, for example, if you see bizarre behavior coming from your partner, you can be angry, you can be reactive, you can get defensive, you can lash out, there's lots of things that you can do to respond to that event. Or you can take a step back and say

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what's going on, in this change of behavior? What am I doing possibly to create that? What can I do to make this person feel safe and trusted around me? How can I respond

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to the change that is happening in this person? How can I be proactive? Now if I were to meet you in person, and I would say you know what, you have green hair, for example. Now, you may say to me, Marisa I don't have green hair, but I

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say, You know what? Your hair looks green. Internally, your response may be completely null and void, you may not even have a response because it's not true.

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But what if I said something that hit a hot button? What if I said something that you know touched a sensitive area where there was some underneath the surface some belief that it was true? If I said you weren't attractive, if I said that you could lose 10 pounds, if I said that you were confrontational. Now, none of those things necessarily may be true. But if somewhere deep down, you believed what I said to you, then your response, may be reactive, right? defensive, or you can say, you know what, she's the third person that has told me that this month, I should probably look at that, I should probably address that.

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So when you apply $E+R=O$,

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a wildly different outcome, but it's taking full responsibility for the events that are happening to you. And recognizing that you have the power to control, however, anything turns out, if you have a spouse, that, for instance, is not supporting you in your career or business. Right, you feel defensive, you feel like you're not being supported. You feel that you've done a lot in your marriage in your relationship. And now you really need them to, be there and lean on when you're needed while you're growing your career business. Now, they could be angry, maybe you're not bringing enough income home, they could be confrontational, you can take a step back and say, Well, how do I respond to that event that's happening? How am I responsible for how they see me in my success?

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Another alternative is to sit down and, and let them know that you're looking for some additional help, because you feel like you're overwhelmed, and you need to delegate more. Or maybe it's a conversation that looks like, how do you see me limiting myself?

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Coming from the outside, how do you see me limiting myself in my career? And what do you recommend that I could probably shift?

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That would help me be more successful? You know, these are just examples. But the truth is, is you really have to make yourself a little bit vulnerable. And look at the things that are happening to you, the events that are happening, they come through different people, different circumstances. But there's a reason why things come at you, maybe in different ways, but still, you know, sort of hitting on the same underlying,

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So $E+R=O$ is a really simple formula. And it's getting really creative of how you respond

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your co-workers, blaming your manager, rather than blaming that, look at it from another angle. What's my point of power? And how can I change the events through a different response to the same thing happening over and over and over again? Einstein taught us

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the definition of insanity is doing the same thing over and over again and expecting to see a different result. It's crazy, right? Why would we expect to see a different result when we're not willing to change? But when you're willing to change the response to those things. And your reaction to those things,, you can create a wild and different outcome.

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But you have to give it up. You have to give up the blaming. You have to give up the complaining. You have to give up the justifying and the defending and the excuse making.

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I shouldn't say visiting, I was watching my daughter, she was practicing martial arts in the studio, where she goes, she's going for her black belt.

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And one of the first things I noticed when I first entered the building, of the martial arts studio when I was signing her up, was that there were all these messages

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placed around the ceiling, on the wall, and you know, high up near the ceiling, positive motivational words. So things like confidence, strength,

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persistence, you know, these were all words, they were just placed in big black letters. And I noticed a shift in me when I was reading them, and I was there to sign her up. And every time I go in that studio, and I watch her, I feel the same way over and over again. And tying back to this, when you think about the environment that you set up for yourself, if you're in an environment that, you either are consistently blaming, complaining, justifying, or you're with someone or living with someone or working with

someone that is blaming, complaining or justified, when your environment is not set up for success, then you can't really apply $E+R=O$ very well, because you're putting yourself in a situation that doesn't support your success. And so, notice how you feel,

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when you're in certain environments, when you walk into a well lit room, versus, a more darker room, these are all things that are playing into what your results are and what your results become that day and playing into your success. But it really starts with you. And recognizing that you have the power to shift some of the knee-jerk reactions that you may have had to create a wild and different outcome. And that includes setting up your environment visually with as an example, those positive messages, it might be more plants, it might mean more walks by the water, getting into a routine, changing your own health, how you approach your health, if you're a person that has struggled with cancer or any other type of medical condition that really had you sort of consider it as a wake up call of what really is most important in your life, then you might want to get into the habit of doing things that support a healthier lifestyle, which again, cascades into your career or business.

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Right now, in the program, I give you an exercise called Responsibility Sentence Stems. And here's where I want you to start, start the work, rolling up our sleeves together. You're going to see a worksheet where I'm not asking you to take 100% responsibility. I'm asking you to take just 5% more visibility for your life and for your well being 5% more responsibility for living your passion for the attainment of your goals for the success of your relationships. So if you can just start with taking just 5% more responsibility in these areas, it won't seem like such a big stretch for you, it won't seem like you're sacrificing or doing so much to change your environment. Because we can't go big bang when we want to make the changes in our life. Right, we have to start small. Well,

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let's say you can drink more water. And I'll actually share with you some of the things that I put on. When I did this for myself. Drinking at least four glasses of water, I know we're recommended to drink eight glasses, that was a bit of a stretch for me. So I started drinking four glasses of water. And then I realized four glasses of water really wasn't conducive for me unless it had a little flavor. So now I keep a little slice of lemon on my kitchen counter. And if I have a slice of lemon with my water, that induced me to have more water, going for walks, doing some some more walking near the river near the water near the beach that for me was taking more 5% more responsibility for my life, my well being getting more rest, right? Not going to bed at 11:30 at night every night after the kids go to sleep, and doing more work, making a commitment, weekdays being in bed no later than 10/11 o'clock at night latest. These are all areas that you can change and tweak. Let's just call them tweaking 5% more, in different areas of your life.

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start having more conversations, right maybe getting in really early because I know one of my colleagues is an early bird. And so that's the time that they take their coffee. And that might be a good time to open up communication, or maybe taking someone out for lunch, or coffee and just breaking down those channels, or maybe reaching out to my team to see how I could have helped them. What

can I do to help you and support you in this project? I have a vested interest. So on the career side, right, those are things that you can take more responsibility for. If you look at time management, how are you stretching yourself, thin? Are you stretching yourself thin, right? That's one of the number one things people talk to me about, I'm stretching myself, thin I know, I need to get all these things done. And I feel a lot of pressure to perform. I'm taking 5% more responsibility. How can you delegate some of those responsibilities to others? Can you delegate? Can you have the much needed conversations so that you can free up your time? Can you set what I like to call doctors hours, right? You're not a revolving door, right? training the people that you work with even training your family and friends, these are the hours that you can call me, these are the hours I'm not available, please don't text me. These are all things that take away my my time and my energy, taking 5% more responsibility for the attainment of my goals, which would free up this space, for me to focus, the power of focus, and

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taking responsibility for the success of your relationships, this could be on the personal side, right? I had done this for myself, a couple of years ago with my son, I was not taking full responsibility for his behavior, he was giving me a hard time frequently, pushing back at night, not going to bed on time not doing his homework on time, not brushing his teeth on time. And it was really easy for me as a parent to say, you know what, he is really, really difficult. And I'm working really hard for my children, and he's constantly pushing back. And, he needs counseling, I need to get more help for him.

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Just pushing it all on him. And then I realized, you know, what, let me take 5% more responsibility for the behavior of my son and recognize how I'm creating that. And when I sat down and had a conversation with him, what I discovered was, is that he felt I was always screaming at him.

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He said, Mom, you're always screaming at me. And I realized, I was talking awfully loud, I wasn't screaming at him. But after that conversation, I did recognize that he had a very, very strong reaction to high noises, and believes that when people raise their voice, they're actually screaming at him. So one of the changes, and one of the responses to that event for me was when it was bedtime, I didn't raise my voice, I calmly asked him to go to sleep, I included him in a fun activity, like maybe we could take turns reading a book together so that he felt it was included in an activity with me before me just, packing and storing him away and putting him to bed, sort of making it more collaborative and fun for both of us. Taking 5% more responsibility, I recognized that I was at times talking at him and not to him.

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So rather than saying you need to brush your teeth, how about we brush our teeth together, making more making more of the things I wanted into questions versus, you know, hard, pounding the table statements.

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So taking 5% more responsibility for the success of your relationships. And I will just say this taking, from a personal point of view,

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stresses you out, or is not really aligned with where you are and have a lot of negative energy, I'm just throwing out examples, than I want you to take 5% more responsibility in, in doing something about that and changing the outcome because your relationships at home will cascade into your success at work in your business in your career.

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So you know, we're the same person. And walking out the door in the morning in a disgruntled mood will have a direct, a direct

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effect on the client that you see in the morning or the meeting or the presentation that you're going to have. So taking 5% more responsibility for those relationships, having those necessary conversations. And again, looking at yourself and saying, How did I create that? How did I create that?

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We always have a choice. And at the time when we're in difficult circumstances or dealing what I'd like to say just dealing getting through the day, we don't always feel like we have a choice. But the truth is, is that no one can make you do anything. Right? No one that no one can make you do anything. You have a choice about your behavior. You have a choice about how you respond to things. So instead of complaining about it, ask yourself, how could I possibly create what I want, by doing just 5% more things in these areas. And also considering that the something that you want is also something that you haven't been willing to risk creating something I want that I have not been willing to risk creating. So if there's something that you want, and you don't have, then there's also something that you haven't been willing to stick your neck out just a little bit to create for yourself, there might be something holding you back. There might be something that's, you know, not feeling comfortable for you.

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And, feels too much of a risk for you.

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So, just really, really go deep in this, these exercises, and I and I recommend you sharing them with someone, whether your business partner or your spouse, and your partner at home, so that you can really get out what's going on underneath the surface. And so that they can support you on some of the things that you want, but you haven't been willing to risk creating.

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Because success equals that awareness plus some risk taking. Now, let me just talk to you a little bit about risk taking. This isn't, fly off the cliff type of risk taking, we're talking small, incremental steps. And using myself as an example, when I was working in Corporate America, towards the tail end of my career, I wasn't willing to take the risk

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to resigning and exiting so that I could lead a leadership and training practice that I was already in. So I was juggling two very full-time careers, I was juggling a training and coaching practice while I was still working full-time in corporate, and I was disgruntled about it, I was grouchy about it. I was resentful about it. And, ironically the one, the one thing that showed up for me after doing this work is I was happily and very satisfied working in financial services as a as an executive. And, it had supported my family financially, I had made a ton of friends, there was really no reason on paper for me to feel resentful. But when I started doing leadership training and practice towards the tail end of that career, I did feel resentful, I did feel like I no longer belong there. And I wanted to leave, I wanted to exit, but I wasn't willing to take the risk of of exiting and resigning

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at that time, until I was comfortable. And the thing that shifted for me was, rather than resign or exit or take any huge leap of faith, I decided to scale back my hours and just sort of inch towards something that would give me more time to sort of make that step. And so I cut my hours to 80% working 80% of the time before I actually took that exit. Well, in the end for me, I actually didn't spend very long in that 80% mark, I decided that you know what, I was ready to leave, I was ready to take that risk. And it didn't seem as big for me as it did three or four years earlier, when I was just starting out. But I didn't come to that awareness. And I did resign. But I didn't come to that awareness until I took the 20% pay cut, until I started working one day doing my business and the four days working on Wall Street. And that was just, you that was just really pulling me even further into the direction that I knew I needed to take. But I didn't get there on day one, right? I had to inch it up. I had to feel into it. And I had to realize, okay, what is it that I want? But that awareness didn't happen until I took 100% responsibility. Eventually 100% I started taking just 5% but eventually 100% recognizing that these are the things I want. And in order to create the things that I want to be successful in that area, I have to take some risks as well with a fallback plan and an exit strategy.

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So there is a another exercise that I want you to do for yourself. And it's called the have to choose to exercise . So here's what it looks like. If you're a programmer, if you have any tech degree, you may recognize it. These are very much like if then else statements. So it's looking at the things that you feel you perceive that you have to do. Right. So I just shared a story with you. I felt that I had to work full time in corporate. I had to support my family with the ridiculous bonuses that I was receiving. I had to stay in that world because it was a steady income. I had to nurture the career and education that I had for years because this is where I planted my feet and why would I walk away, right? But there are things that you

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Let's talk about taxes, anywhere in the world, no matter where you live, we have to pay taxes.

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there are people in this country that don't pay taxes, there are people that don't believe in paying taxes, there are people that believe they can avoid taxes or go around the tax system, and neglect to report the income that they made. So

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if I don't have to pay my taxes, if I choose not to pay my taxes, then you know, the IRS will come after me. If the IRS comes after me then they are going to freeze my bank accounts, right. And if they freeze my bank accounts, then I'll be a criminal. And if I'm a criminal, then I'll go to jail.

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and avoiding paying their taxes, they were perfectly willing to take that risk, and not pay their taxes and banking on the probability that they won't be caught.

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I started with, I had to work full time, I had to work five days a week. And when I did this exercise for myself, my first dipping my toe out of the corporate america lifestyle that I had only known for 21 plus years, I reached a conclusion that I choose to work four days a week,

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or I choose to work three days a week, right? I don't necessarily have to rely on a full paycheck. And so that was a an awareness,a revelation for me. But what it also did for me was,

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things that people or circumstances were making me do, or institutions that are making you do the things you do, and recognizing that nobody can make you do anything that everything in your life is a choice, right, if you want to lose 50 pounds, and you don't change your lifestyle or your diet to inch towards that lower number if you're 200 to get to 150 if you're not willing to take some risk, you're not willing to devote 15 minutes on the treadmill every day. If you're not willing to drink more water or take more walks or exercise, then you can't create those results. Everything is a choice, but you have to put some skin in the game and recognize there's always that bit of risk and commitment. And

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so you go from the I can'ts in your life to I won't. And that's really the awareness. The I can't

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to I won't.

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And then you realize I won't skydive because I have a family and I'm scared that I might die. Once I jump out of the plane. The going from the I can't and I won'ts of your life you realize, you know what, this is a choice.

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You can

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skydive, you can learn French, you can go to Italy, every quarter, if you chose to. Maybe you have to set aside a certain amount of money every month, but not necessarily go out to eat as much or not

necessarily shop as much. You know, the I can't's turn into the I won't's. And when you start to put a radar and a spotlight on the I won't's of your life, you realize, wow, this is a choice that I'm actually choosing this. And I'm actually standing in my own way. And what are the things that I can do? What are some things I can take 5% responsibility over to create a wild new different outcome and

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you will notice that it feels different when you say the I won't's to the I can't's, right? And the difference for me I do these exercises in my seminars, the difference for me and for the participants is that, they really shift energetically realizing that they're standing in their own way. Right? They're turning their choices into I won't versus well, I can if I'm willing to take the risk

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In reality, there are no I can't's, there are only I choose not to's. I choose not to have that relationship with my partner on my business or my career, because they just don't understand me, they don't understand what I go through working 60 hours a week, right? I choose not to discipline my son, because it's easier for me to let him watch TV and video games, than putting my foot down and supporting him in school, or reading to him two or three times a day. Right? It's easier for me to stop the whining and complaining for my children, if I just plug them in, put them in front of a TV and they leave me alone, right? I choose not to and I say this with no judgment, right? All of these stories that I shared here are personal. They're my own stories. And, and all of the examples I've given are pulled from the community here at in our shoes at GLA.

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There's always someone that's been in your shoes. And there's always someone that in your life that can help you. And that's another thing, if you don't feel you even have the support system, to go through these exercises, with someone that I like you to take a step back and recognize what are the areas in your life, where you choose not to

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If you want to be successful, you have to eliminate the I can't's. And I want you to consider what are the can't's that you need to eliminate.

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This particular exercise is very pointed towards a very specific situation that needs to go, which may not be where you are right now.

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You may need to go wide across and just sort of support your success and, and in more of a general sense and picking your spots here and there. But if there's something that's really showing up that, you really need to move out of the way, then this is a really powerful exercise, which will just help you walk through where you are, and where you need to be and get you into action. And you may have to do it one or two or several times in order to get you down to a place and implementing and taking that action. So we start out with a series of nine questions we start out with, what is the difficult or troubling situation in your life? Is it a relationship at home or at work? Is it lack of travel time? Is it the desire to

find a partner that you don't have? Because you're so embroiled in your career? Is it wanting to have children it could be anything, but something that's really gnawing at you. So let's define that upfront. How are you creating it or allowing it to happen?

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the likelihood of you, having quality time in your relationships or finding a new relationship, doing the things that you love, will be very low. If you are not allowing yourself to make the time

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to open up the space for those things. What are you pretending not to know? Well, those are those yellow alerts I spoke to earlier. What are those yellow alerts those warning signs that you're sweeping under the rug? Are you pretending not to know that you're getting lack of sleep, which is making you irritable? Are you pretending not to know that the people, your family your friendships have sort of died off and people just understand that, you're sort of devoted to this particular area of your life and there's really no room for them right now. They may not be feeling very welcome in your current situation. And so you've sort of seen friendships die off. And again, just keep this in mind. This isn't a blame game. This is an awareness game. So really giving yourself permission to really drill into those yellow alerts and so that you can address them.

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What is the payoff for keeping the situation like it is lots of payoffs in our lives, right? I shared a couple with you the payoff

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For me staying in corporate after 21 years, was getting a very nice steady, lucrative income. But there was, clearly a cost associated to that right? Question five, what was the cost? What is the payoff for you? The payoff, maybe you're being successful in your career, you're making a lot of headway in your business, you're getting a lot of credibility, a lot of exposure, you feel like you're just at the turning point of reaching to the next level, you feel like you've really, all your hard work is finally coming to a place where you can reap the rewards. And, and so, you want to keep the good going. So that's the payoff, right? You feel worthy you feel the value, you feel like all this, the education and commitment that you made, is, is really now coming at you. And so you, you want to enjoy that, and you are enjoying that. But that's the payoff, and you're feeling content in that space.

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as mentioned before, the fun time, the recreational time that you used to have traveling time, the hiking time, the rafting time, the socializing going out for cocktail time, all the things that you used to do or want to do, there's a cost to being successful in your career or business and you aren't able to make the time

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to nurture the things that you love. So what would you rather be experiencing, you would rather be exploring peace and harmony, we'd rather be experiencing no stress you would rather be experiencing,

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a laid back kick back, jazzy attitude every day, you'd rather be experiencing full empty lanes, no traffic when you go to work? What would you rather be experiencing?

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And what actions will you take to get it? Number seven. So what are you willing to do, right? Going back to $E+R=O$, what are the minimum things that you can do, like 5% responsibility that you can do that will inch you towards shifting a troubling situation, lack of time, lack of energy, lack of meaningful relationships, lack of finding of meaningful relationship, what are the actions that you're willing to take to get it? If you're looking for a partner, you might want to join a dating service, you know, or ask your friends, if they can set you up. If you're looking for more quality time with your family, you may ask your partner, your kids to throw something in a bowl every week, things that they like to do with you through that week, and then you kind of like pick from a hat, and then you just kind of go with it make a commitment to do whatever it is that you choose from that bowl, sort of making it like a game

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where you commit to going for ice cream every Saturday afternoon, you know, what are some things that you will do that will get you moving in the direction? And I think that's where a lot of us get hung up, you know, we want this instant gratification want the instant results. But that's not how life works. The purpose of this exercise is to get you moving, and taking some incremental steps towards where you want to be.

43:15

Number eight, by when will you take that action? It's a commitment. Will it be tomorrow? Will it be in a week? Will it be after you're done with this one particular deal or client? Will it be after?

43:29

your kids start school, will it be after summer's over? ? When will you take that action and when will you make the commitment, maybe there are some things that you just have to get done before. And that's fine, but don't stretch it out too much, or you won't take the action. So be really clear on what

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your I guess you might want to say dependencies are.

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And put that down on paper, write it down and make the commitment.

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And then lastly, most important is on a scale of one to 10, how likely are you going to follow through on this action. Now if when you're doing this the first time around, it's more of a one or two or three, then I recommend you putting it aside, going about your day, coming back to it in the next day or a couple days later and doing this exercise again, the whole purpose of this is to shift from where you are to where you want to be. So if you're not where you want to be, then you're going to have to get into action. And that action has to be above a five likelihood. So be good to yourself. You are no different

than the rest of us, right? No different than me. It's not easy to say I'm going to do this tomorrow. And that's a 10. Right? You may have to lean into what that looks like, you may have to prepare yourself for conversations that you don't want to have. You may have to address those yellow alerts, right, those yellow alerts, which have been blinking for quite a while and that now you need to sort of just

45:00

put the gas

45:02

to the pedal on and drive right through to the life that you want to create for yourself. And again, starting small low risk behavior, not leap side, cliffside jumps, this is just knowing a couple of, just driving a couple of hundred feet in front of you, right? You're in the fog, you're not able to get through the journey that you initially had set out to explore and can't see more than three or 400 hundred feet in front of you.

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And being okay with that, and just taking one or two at most steps and action items that will get you moving toward the direction that you need,

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which in some cases may even be asking for directions, and being willing to ask people for support and things that you need to to clear the path.

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So again, this may not be as exercise you need to address right now. But it's really powerful. All right? All right, we will talk to you soon. Don't forget to do your exercises, and I look forward to seeing where you are, and where you're going to be. Alright, talk to you soon. Bye now.

46:13

Next steps, I have a few assignments for you, I'd like you to go through those. I encourage you to do them with a partner or a colleague, someone that really is vested and wants to support your success. I want you to recognize how you are not owning your power and the things that are happening, seemingly happening to you and turn that around. Looking at the R's, the responses the reactions to your life, and I want you to implement at least three things.

46:39

To move you forward to the next step here, there's three things that you can do from these exercises, which will have you shift and start to create new results in that area of your life. All right, we'll talk to you soon. Bye now.