

LIMITLESS Coaching Call Transcript

AUGUST 22ND, 2022
LEADERS COACHING CALL
OVERCOMING OVERWHELM

57

00:14:44.360 --> 00:15:12.440

This coaching conversation is genuinely one of my favorite, because it's something that we all are subject to. It's something that shrinks us, and it's something that steals our joy, which is not at all why we joined the leaders correct. So overcoming overwhelm is really about having a conversation about how do we shift our stress into a state of success. So there are three things that I want us to really get out of today's call one

58

00:15:12.450 --> 00:15:31.779

Stephanie Bogan: how to jump out of the overwhelmed cycle. So we're going to talk about what it is. Why, you're experiencing it short term versus sustained. And then how to break out and jump out of that cycle to say this with me because it's going to feel really good. Are you ready? I embrace boundaries, presence and energy management. Can you say that alone?

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00:15:36.440 --> 00:15:44.019

Stephanie Bogan: I believe that I could hear you. I forgot to tell you to unmute doesn't that feel good to say, Just notice that state when you say it.

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00:15:45.140 --> 00:15:51.690

Stephanie Bogan: Just So note that because we're going to talk about it a little bit, and then really, we're going to talk about the surefire antidote to burnout,

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00:15:51.880 --> 00:16:14.370

Stephanie Bogan: uh, which is to not do those things that create burnout. So we will talk a little bit about those, and you guys can certainly unmute yourselves. Uh, but mostly mostly. What we want to talk about is how you feel more like this every day. That is why you're here. You're all capable. You're all intelligent. You're all successful right where you would not be in leaders. And so the question is, How do we feel like this?

62

00:16:14.380 --> 00:16:28.510

Stephanie Bogan: More of the time, and why, when we've achieved the level of success that we have, Don't. We already feel like this more of the time



when you look at your businesses, your bodies, your relationships. Your bank accounts for the most part. You're all doing pretty darn good.

63

00:16:28.770 --> 00:16:34.390

Stephanie Bogan: Why, Aren't, we like doing cart wheels, and hell. Yas all day every day. We are so awesome,

64

00:16:34.400 --> 00:16:36.500

Stephanie Bogan: and I know sometimes we do

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00:16:36.850 --> 00:16:45.250

Stephanie Bogan: right. But what genuinely and objectively is standing between us and feeling that when on paper you guys are all the one percent

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00:16:45.330 --> 00:16:50.719

Stephanie Bogan: right. And so this is really that conversation about their success and their success. That's satisfying.

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00:16:50.790 --> 00:16:59.969

Stephanie Bogan: And we all know the definition of the same thing like Don't be that guy on the left, and you don't have to right like Kim. What's the definition of insanity?

68

00:17:01.120 --> 00:17:05.790

Kim Waldman: I think it's it's basically doing the same thing over and over and expecting different results.

69

00:17:05.800 --> 00:17:18.060

Stephanie Bogan: Yeah, Einstein actually did a quote on this. It is not his most famous, but is by without question his most powerful, and it is no problem can be solved with the same consciousness that created it.

70

00:17:23.079 --> 00:17:25.810

Stephanie Bogan: But that's where you guys were left to you and all this excitement,

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00:17:27.490 --> 00:17:32.850

Stephanie Bogan: no problem can be solved with the same consciousness that created it.

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00:17:33.910 --> 00:17:41.590

Stephanie Bogan: If you want a different outcome, you have to think about the situation differently, otherwise you would have done it already,

73



00:17:42.790 --> 00:17:52.529

Stephanie Bogan: right. And so this is where we get to the things that create our success. Aren't. Necessarily the things that take us to the next level. And what I know is that when you are successful

74

00:17:53.740 --> 00:18:05.749

Stephanie Bogan: it's because of a certain set of habits. But those habits aren't all in service of us and overwhelmed, is a survival habit. It's just not a habit that's in service of it. So what is it

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00:18:05.760 --> 00:18:24.469

Stephanie Bogan: overwhelm is our body's reaction to the feeling that there is more being asked of us than we can adequately respond to; and if we fail to adequately respond. Some negative events experience we're feeling will happen bad, ugly, good, right, whatever it may be.

76

00:18:25.250 --> 00:18:38.549

Stephanie Bogan: We have over right, on average, sixty thousand thoughts a day. Eighty percent of them. This is neuroscience. This is not we will. Eighty percent of them are negative. Ninety five percent of them are on a habit like think about those voices in our head.

77

00:18:39.040 --> 00:18:50.119

Stephanie Bogan: How can you hear all those voices in your head all the time left unchecked, and you operate at the level that you all are trying to operate at and accomplish the kind of growth that you're trying to accomplish and not feel overwhelmed

78

00:18:50.510 --> 00:19:04.509

Stephanie Bogan: right? And so one let's acknowledge that we're cool people doing cool stuff. Overwhelm is the go-to strategy of our brain but that's the part that skills our joy that's the part that all of my clients want to solve for

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00:19:05.620 --> 00:19:23.159

Stephanie Bogan: right, whether there's strategy, clients, or like It's always about solving for rate the experience fee, so that we talk about this a lot, but it's really important. The biggest discovery in behavioral science in a hundred years is that events have no meaning, not a zip zero

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00:19:24.850 --> 00:19:27.000

Stephanie Bogan: except the ones that we give them.

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00:19:27.200 --> 00:19:41.429

Stephanie Bogan: Your husband or your spouse says something right. That feeling of how dare you, or how could you? Or that is a story in our head



based on some experience. We had some story that says you were supposed to put the laundry in the hamper. If you love me

82

00:19:41.820 --> 00:19:49.920

Stephanie Bogan: whatever the story is right. If you fill in the blank, then you would right. It's conditional living.

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00:19:49.930 --> 00:20:09.620

Stephanie Bogan: And so the question is, how do we sit in the space of a lot more consciousness. That's the only way that we're going to create the change that we want. But our brains, our bodies, our systems. Our businesses are designed, Are they not to support our operating from this State? This is our standard operating system is stressed.

84

00:20:10.770 --> 00:20:30.239

Stephanie Bogan: And so we build these strategies to cope with that stress, but the negative pattern of thoughts that compound the stories behind that start to compound. And then we create stress and stress compounded creates anxiety, compounded traits, right fear, depression, anger, like all those feelings we try to avoid,

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00:20:30.250 --> 00:20:36.429

Stephanie Bogan: and so overwhelmed. Has a job. Anybody know what overwhelmed job is anybody grave guessing today?

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00:20:38.430 --> 00:20:43.749

Stephanie Bogan: Care if you had to guess. Why do you think overwhelmed shows up in your life, or David's life or my life?

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00:20:47.040 --> 00:20:52.069

Kara Boccella: Well, first my mouth was full. I'm sorry

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00:20:52.080 --> 00:20:54.300

Kara Boccella: because i'm back to back today.

89

00:20:54.460 --> 00:20:55.700

Kara Boccella: It's,

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00:20:56.870 --> 00:21:03.140

Kara Boccella: I think, overwhelmed, shows up in my life when I don't feel in control,

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00:21:04.880 --> 00:21:16.890



Kara Boccella: so notice It's a feeling of control. So overwhelm has a job, Liz. This is loaded for you Right? What is, if you had to guess, like what is overwhelmed, Job,

92

00:21:22.800 --> 00:21:26.180

Stephanie Bogan: You're saying something so wise, and we can't hear it right now.

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00:21:29.620 --> 00:21:31.710

Stephanie Bogan: How about now? Perfect?

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00:21:31.720 --> 00:21:32.860

Liz Hand: All right,

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00:21:32.930 --> 00:21:40.530

I said. Overwhelm is created to keep me safe from trying too many new things as to

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00:21:40.890 --> 00:21:43.040

continue on with a known.

97

00:21:45.060 --> 00:21:52.419

Stephanie Bogan: It's a strategy that our brain relies on it's a survival-based strategy that says, stop Dumped,

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00:21:53.600 --> 00:21:55.409

Stephanie Bogan: We're going to stay right here.

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00:21:55.420 --> 00:22:01.520

Stephanie Bogan: It's a survival-based strategy. Nobody has ever overwhelmed their way to an awesome experience.

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00:22:01.530 --> 00:22:07.959

Stephanie Bogan: This is what we tend to see right. This is the right thing of the duck above the water. This is what we're experiencing you.

101

00:22:08.830 --> 00:22:10.450

Stephanie Bogan: This is what we're experiencing.

102

00:22:11.650 --> 00:22:24.269

Stephanie Bogan: So we're like. Oh, I got it handled. But what we're carrying around right in that um and that invisible backpack is all the cans need to get as opposed to can't let this person down. If I do, then



103

00:22:24.310 --> 00:22:42.430

Stephanie Bogan: right. All the stories. All clients are good clients like, I mean, if you only had four or five hours a day. If anyone on this call is a mother, you are. The story we tell ourselves is, if I only had four or five hours a day i'd be the best Ceo mother there ever was. Just a couple more hours. I would have this nail

104

00:22:44.070 --> 00:22:53.400

Stephanie Bogan: right, or if I could get this to work in my marketing, and then I didn't have to worry about those clients, and I didn't have to worry about that. Then i'd be such an awesome business owner,

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00:22:53.940 --> 00:23:18.460

Stephanie Bogan: overwhelmed to Liz's point, is designed to keep us safe. That's one hundred percent what it's for, and it's a response to us working over the other survival signals. So feelings are indicators. So if David, if you're sitting in your office and all of a sudden, you're like looking at the task list, or you're thinking about a situation like the client, and you get that feeling of overwhelming what's really happening in that moment?

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00:23:19.450 --> 00:23:26.450

Stephanie Bogan: Is there a fact that's presented? Or is there a fear story that's presented like behind that moment?

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00:23:27.020 --> 00:23:29.620

Stephanie Bogan: Yeah, fierce story? It's a fierce story.

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00:23:29.770 --> 00:23:36.499

Stephanie Bogan: Right? So overwhelm is a strategy that is always underpinned by a fear story.

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00:23:36.560 --> 00:23:41.040

Stephanie Bogan: There's some deficiency. There is some lack. There is some risk

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00:23:41.050 --> 00:24:00.089

Stephanie Bogan: when we don't tune into feelings As an indicator guys. I know we live in a society. Feelings are not cool. They make you soft. I just want to say Feelings are the most macho thing on the planet, because it's how you marshal yourself to take action, except that we constantly work over them men and women.

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00:24:00.390 --> 00:24:15.269



Stephanie Bogan: I have a feeling that there's too much in my schedule. Am I going to sit down looking my priorities organize with my team and push things out? Or am I just going to say I'll just work a little bit longer over a little bit harder as soon as I get to this point on the list, then it will get better

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00:24:16.800 --> 00:24:44.600

Stephanie Bogan: right. Those are strategies that we're using, because in the moment it is uncomfortable to address the situation, it may be I am not good at saying no. I continue to make choices that I in my nick. I continue to write checks that my team in my but cannot commit to. I'm going to need to do. Oh, I got to check the story about pleasing everybody improving because I can't do that and prioritize in a way that's pleasing to people around.

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00:24:44.930 --> 00:24:51.660

Stephanie Bogan: I'm going to have to do some work on the other side of that discomfort, which is why, by the way, our overwhelm loves to stuck us.

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00:24:52.830 --> 00:25:01.500

Stephanie Bogan: So just be really clear that when we don't address the initial indicator, I don't feel good. Is the indicator. Every time

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00:25:01.850 --> 00:25:16.280

Stephanie Bogan: you wake up you feel anxious. Wow! What is this trying to tell me like That's all. Feelings are indicators warning lights. Don't do this, don't like it. Doesn't service doesn't give us peace or joy. Hey? This feels amazing.

116

00:25:16.370 --> 00:25:24.560

Stephanie Bogan: Gosh! Man, being with those people feels fantastic. I feel enlightened and uplifted, And I feel a sense of you guys should definitely be most people like that more.

117

00:25:25.380 --> 00:25:35.129

Stephanie Bogan: And when we get those negative indicators and very much to Kara's point, when we don't feel empowered and in charge of our situation in control of them.

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00:25:35.320 --> 00:25:56.669

Stephanie Bogan: We tell ourselves in some way, shape or form those stories feed that we can't do anything about it. So you've got all your competency, and all your intelligence and all that vision, and this stuff in between you and it. And it's just spinning, tightening and tightening. It's like when clients call you and say, put all my money in the mattress. They didn't wake up yesterday, happy and today terrified



119

00:25:56.680 --> 00:26:00.249

Stephanie Bogan: right. There was a winding of that story over time,

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00:26:00.280 --> 00:26:02.189

Stephanie Bogan: and then we get to a point where we can't take it right

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00:26:02.200 --> 00:26:17.969

Stephanie Bogan: like I can't take it anymore. This is insane, and we make big drastic changes. Our goal is to not let that wheel wind up quite so tight, or and or along the way to catch it, so that we can correct it in much more constructive ways.

122

00:26:17.980 --> 00:26:30.619

Stephanie Bogan: So when you start to feel heavy burned and overwhelmed, just remember it's because the iceberg is gathering ice under the surface, and it's weighing us down. Those are the indicators that say, there's something that needs to be tended to.

123

00:26:30.850 --> 00:26:38.449

Stephanie Bogan: So let's do a quick check in, and we call this the overwhelming benchmark, and the answers are on a scale of one to ten.

124

00:26:38.580 --> 00:26:55.090

Stephanie Bogan: I'm gonna ask you for basic questions, And there's some more work she's. You guys want to go deeper, but the one on overwhelm is really we're trying to decide. How easily do I get overwhelmed? So, on a scale of one to ten. How easily do you get overwhelmed? Zero is, i'm on flat.

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00:26:55.100 --> 00:27:12.069

Stephanie Bogan: The world could burn, and i'd be like, Stay, calm, carry on. We got this ten is my feet hit the floor, I think one thought, and I just start the day right on the the hamster wheel and go get a the hamster wheel of hustlers, as we like to call it.

126

00:27:12.080 --> 00:27:17.419

Stephanie Bogan: Right? So that's question. One on a scale of one to ten. How easily do you get overwhelmed.

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00:27:19.820 --> 00:27:32.959

Stephanie Bogan: Second question, I regularly get overwhelmed. How regularly do you get overwhelmed? Right? Zero is almost never The literally the building has to be burning down. Ten is

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00:27:32.970 --> 00:27:52.940



Stephanie Bogan: all the time seven times a day. Every time I look at my calendar every time I stop and think about x Y or Z right. I find myself there. So scale a one to ten. So first one is how easily skeen is, how regularly third, no one in this camp is going to. I realize you guys are not going to relate to this at all.

129

00:27:52.950 --> 00:28:14.600

Stephanie Bogan: Um. The third question is, how much do you identify with being a perfectionist zero. Is it doesn't matter right? Don't worry be happy, no matter what ten is. Oh, if there's an a plus, if there's like an a plus plus club that the Ph. D. A. Pluses who are perfect get to go to. I would like to be in that club. That would be a T.

130

00:28:14.920 --> 00:28:17.610

Stephanie Bogan: There are no tens on the screen. I'm certain of it.

131

00:28:17.750 --> 00:28:20.410

Stephanie Bogan: He would know nothing of this syndrome.

132

00:28:21.110 --> 00:28:31.739

Stephanie Bogan: Right? Do you find yourself having higher standards for yourself than everyone else, and that tends to mean that we take those standards out on other people when we get overwhelmed by our inability to meet them.

133

00:28:32.350 --> 00:28:34.029

Stephanie Bogan: Just a tendency.

134

00:28:36.530 --> 00:28:44.149

Stephanie Bogan: All right. So reflect on that for a moment, and then let's talk a little bit about why we're overwhelmed.

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00:28:45.180 --> 00:28:49.759

Stephanie Bogan: So why do you think you guys can unmute. We can. Uh

136

00:28:49.770 --> 00:28:53.300

Stephanie Bogan: you can. You can jump in here. Why do you think you get overwhelmed?

137

00:28:56.170 --> 00:29:02.249

Stephanie Bogan: You'll drop to scores, and you guys want to drop yours in A. B C D. One, two, three, four,

138

00:29:06.470 --> 00:29:09.040

Stephanie Bogan: easily. What was it?



139

00:29:09.350 --> 00:29:11.450

Stephanie Bogan: Easily, regularly?

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00:29:11.480 --> 00:29:14.970

Stephanie Bogan: Now you're not a perfectionist can't be true.

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00:29:17.730 --> 00:29:28.880

Stephanie Bogan: We don't need to acknowledge that as perfectionist, because we're perfect. There's nothing there's no gap to acknowledge right six, six, eight, ten, three, three, nine. Did you miss one day better.

142

00:29:28.890 --> 00:29:32.100

Stephanie Bogan: Dave is not perfection. I see. Missed one.

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00:29:32.110 --> 00:29:34.589

Stephanie Bogan: That's right. I'm skipping that one entirely.

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00:29:34.600 --> 00:29:37.139

Stephanie Bogan: It's a three, three hundred and nine, I guess

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00:29:37.240 --> 00:29:38.320

Stephanie Bogan: there.

146

00:29:38.920 --> 00:29:49.860

Stephanie Bogan: So The question then becomes, What do you think is, I'm not even going to ask you how you want to feel because your brain's going to kick in and be like. Oh, that's all by in this guy.

147

00:29:50.010 --> 00:30:04.719

Stephanie Bogan: What I want to ask you is, what do you think is appropriate, based on where you are and how you want to show up for yourself the people that you love and your work on this planet. Where would you like? Where would those numbers mean to be

148

00:30:20.740 --> 00:30:32.239

Stephanie Bogan: so, as you reflect on that, we'll keep these, and then think about where you are relative to what you think. Not again, not even where you want to be what is appropriate

149

00:30:32.250 --> 00:30:42.180

Stephanie Bogan: based on who you are, how you want to show up, and the things that you want to accomplish. What is that going to what is expected of what needs to be expected of you in that sense?



150

00:30:42.630 --> 00:30:53.330

Stephanie Bogan: And then what is it like? Why are we overwhelmed? So when you think about what overwhelms you on a regular basis, let's just go through left to right.

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00:30:53.380 --> 00:31:06.490

Stephanie Bogan: I'll start because that's just easy for me, right the thing that every time will overwhelm me is my feeling like my drive to grow the business and do good work is compromising my time with my family.

152

00:31:06.500 --> 00:31:13.910

Every time I start to think that's happening I just get asked me so i'll be like this. Is it working? I'm supposed to be good at this. I don't know.

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00:31:14.020 --> 00:31:23.829

Stephanie Bogan: It's like well stuff You said yes to these three things, and we didn't have the spreadsheet in place. I'm like, Of course I can talk myself out of it really quickly, which we'll talk about.

154

00:31:23.840 --> 00:31:43.779

Stephanie Bogan: But it's that. What is the vision where value I find is where the the overwhelmed tends to break down for me. It's about being present and awesome for my family, because, you guys know, I just didn't have that experience, and, like my whole measure of myself is a human right or wrong is what kind of experience do I give my kids?

155

00:31:43.790 --> 00:31:54.620

Stephanie Bogan: What kind of experience, then, do I give the people around me, and then my work on the like. That's just my value system, right? And sometimes it's really healthy. Sometimes you have to check that.

156

00:31:54.760 --> 00:32:09.400

Stephanie Bogan: So that's where I tend to get overwhelmed where I feel like I get excited about stuff, and I don't have that filter really tight, right If we Don't have the strategy, structure, and systems really nailed. My enthusiasm can overwhelm the system.

157

00:32:09.410 --> 00:32:19.690

Stephanie Bogan: And then those breakdowns create stress for me because they think about my time with my family. I know the business stuff will ultimately get worked out. That does some great stress for me. I know how to solve that stuff.

158



00:32:20.080 --> 00:32:33.620

Stephanie Bogan: I haven't quite figured out how to solve, not being there for my kids right. And there's just like history there, right? I don't feel like I was enough of like. So you feel if all that shows up in your presence. So that's what shows up for me how much isn't for you. How does over lum show up.

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00:32:35.130 --> 00:32:47.939

Kim Waldman: Um! It typically shows up when there was a plan that I thought there was alignment around. And then um, for whatever reason the plan.

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00:32:47.950 --> 00:33:03.709

Kim Waldman: Ah, is it being executed? I'm like so um, and that's more so where I get really, I guess, overwhelmed stress is when it's work oriented, because at home.

161

00:33:03.730 --> 00:33:06.200

Kim Waldman: There's just not so many people

162

00:33:06.260 --> 00:33:22.529

Stephanie Bogan: kind of counting on me to have it totally under control. I, who also get stressed out as a result of things, whereas at work a lot of people around me that can get really stressed out. So I feel an extra burn to be on top of it.

163

00:33:22.540 --> 00:33:28.989

Stephanie Bogan: Do you want a little insight to? Why, that might create, like I call it right activation for you?

164

00:33:29.000 --> 00:33:37.340

Stephanie Bogan: Yes, which is all. Where ever this place to all of us. By the way, all we're ever trying to do is get our needs met. We're really simple. Humans

165

00:33:37.500 --> 00:33:46.669

Stephanie Bogan: basic needs food, water, shelter, sex, right next level, right all the way up to enlightened consciousness,

166

00:33:46.910 --> 00:34:10.439

Stephanie Bogan: right? But I did. I was just on the phone with one of our lifestyle members around a partnership issue, and the one partners need is to be validated and to grow at any cost, because it needs to be validated. The others partner need is to create order and organization and bring in right, and then their economics are aligned and their needs. So if the breakout is when your needs are being met,



167

00:34:10.449 --> 00:34:20.659

Stephanie Bogan: and it is particularly challenging when there's a value system breakdown, right? So he was valuing validation, improving not necessarily consciously.

168

00:34:20.730 --> 00:34:35.040

Stephanie Bogan: Her ability to get her need met which is operational and organizational when it's battling with a validation like that's going to be a really great, That conversation is going to be very different than like, hey? I need you to agree to this priority this week,

169

00:34:35.270 --> 00:34:45.109

Stephanie Bogan: so understand that all of you as principals and founders can. This will make sense in a minute have a core set of human operating needs your system.

170

00:34:45.120 --> 00:35:01.259

Stephanie Bogan: You'd be like you don't feel enough. You think you're awesome sauce. You're a narcissist, like whatever's in there is how you're operating right now, and we have court. We have court it's most, or what we need to feel like. We're enough, and most of the time we don't. That's just kind of what the research shows.

171

00:35:01.730 --> 00:35:17.679

Stephanie Bogan: And so it's how we are getting those needs met like Liz. Are we consciously working on them and surfacing them and working through them? Are we working over them with busyness or growth? And not that those things are bad by the way, it's the origin of that.

172

00:35:17.990 --> 00:35:26.970

Stephanie Bogan: And so when one person's need is to do something for writing reason, particularly when it's a story-based or value-based reason

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00:35:26.980 --> 00:35:32.570

Stephanie Bogan: the other person's need is in conflict with that. That's the real breakdown,

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00:35:33.380 --> 00:35:43.359

Stephanie Bogan: and then you feel the extra burden in your firm of making sure that there is someone there to do those things for sherry which I know you take personally, very responsively, and to batten down the hatches.

175

00:35:43.370 --> 00:35:53.780



Stephanie Bogan: And so that's So think about that cycle that we on that slide. That cycle, if you stand back from the firm for a period of time, probably shows up in some way

176

00:35:53.790 --> 00:35:54.490

Kim Waldman: he's.

177

00:35:54.500 --> 00:36:12.630

Stephanie Bogan: We set a standard or a system. Everybody nods, and then, after a while they do this, and there's a little accommodating, and there's a little bit more, and then breakdowns happen, whatever the issue is. And then at some point, and there's like great a big jerk, and we've got to have the heart to heart again.

178

00:36:12.640 --> 00:36:28.350

Stephanie Bogan: We're like, oh, sorry we'll write reorient to center, and then so whether it's relational or operational, there's some cycle there, and when the needs are in like when the needs are in conflict. That's always going to be the right now, and it's just going to feel like we're working over it.

179

00:36:28.830 --> 00:36:48.700

Stephanie Bogan: So it might be if it's something with you and Sherry in terms of we're gonna do it this way. But you know, like for all of us. It's a little bit hard to change if it's a staff issue where, like you're trying to Institute staff a change across the team. But you're not finding it happening, like there might be a need that the team needs to take a break from change for more.

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00:36:48.710 --> 00:37:01.860

Stephanie Bogan: There might be a need for greater clarity about who's supposed to do what or how this is supposed to fit in with their workload. So it's about what is the core need? Because when people's needs are being met, they tend to show up happy to help. That's been my experience.

181

00:37:02.560 --> 00:37:09.600

Mark Newfield: If my core need doesn't, conflict with your core need, Of course i'm going to show up and be helpful. That's why we got married.

182

00:37:09.610 --> 00:37:27.010

Stephanie Bogan: But then we have. We Were just joking about this. Then you have kids and all that. I'll do anything, and you can be ten minutes late, and i'll stop by the store for you. Then it's like Well, I only got three hours of sleep, and you got four. So now we started counting all the little math in our relationship. So now it's considerable in the giving. It's about the tick who's taking,

183



00:37:27.580 --> 00:37:35.299

and when that's the math you're always going to feel underwhelmed by the other person and overwhelmed by your burden, and that will always break down a relationship.

184

00:37:35.640 --> 00:37:38.229

Stephanie Bogan: It doesn't have to be that way with kids. But

185

00:37:38.300 --> 00:37:57.760

Stephanie Bogan: that that says, be the underlying psychology of marriage and children, and our job is to be conscious of that. How do we give to these little humans, or to our principal, or to our teams, or to our coo in a way that we know what our need is, and why it's not being met for us, or the organization is always going to bring it right down.

186

00:37:58.420 --> 00:38:02.639

Stephanie Bogan: When organizations don't, deal with breakdowns, it creates overwhelming,

187

00:38:03.150 --> 00:38:21.909

Stephanie Bogan: because you have a series of breakdowns that are spinning around each other, and that's where the clarity the transit. All the you know, the plans and the meetings that we talk about really help so you can surface the real issues. So, Kim, I don't know if that helps in terms of the specific place that overwhelm is showing up. But hopefully, that helps generally.

188

00:38:21.920 --> 00:38:23.740

Kim Waldman: Yes, it does. Thank you.

189

00:38:25.180 --> 00:38:42.829

Stephanie Bogan: Sometimes the person doing it doesn't know what the need is, and when you ask them they don't go. Oh, my need is it's, hey? Right? We agreed to this, and you've been doing this? Can you help me understand how that showing up for you Is it in the moment? Is it after the fact? Is there something that we weren't aware of that, was going to become an impediment.

190

00:38:42.860 --> 00:38:48.559

Stephanie Bogan: Right it's. How do we get them on our same side of the fence to become part of the solution so hopefully. That helps a little bit.

191

00:38:48.810 --> 00:38:51.869

Stephanie Bogan: Hey, Za, how about you? How does overwhelm show up for you?



192

00:38:56.580 --> 00:39:02.669

Isaac Presley: There we go, usually two ways. So it's.

193

00:39:02.720 --> 00:39:19.379

Stephanie Bogan: If i'm not feeling like I have control over my time starts, feel overwhelmed, and then the other place that I jotted down is uncertainty, especially if it's around something that's important to me, or something that I want to figure out, and you know not

194

00:39:19.680 --> 00:39:31.119

Isaac Presley: not being able to figure out the path they get there, or something like that. So it's just that that lingering question of How do we do whatever that can create overwhelming?

195

00:39:32.050 --> 00:39:37.049

Stephanie Bogan: And so the story in your brain in that moment is not knowing means what?

196

00:39:37.620 --> 00:39:38.189

Isaac Presley: Yeah,

197

00:39:38.200 --> 00:39:41.989

I'm not capable of figuring it out. I'm. Not good enough. You know that kind of thing

198

00:39:42.000 --> 00:39:55.770

Stephanie Bogan: right? So we tend to go very quickly to stories like, Oh, I didn't fail in the firm, or I'm really not a good business owner. What did I say? I thought I was so good at this stuff, right like our brain really likes to take us below that line

199

00:39:55.780 --> 00:40:11.179

Stephanie Bogan: really, quickly, and we'll talk about how to catch and correct that broadly, but also specifically, so that when you're sitting in that moment, and you're having that. How do I? What I want you all to notice is all of these things are the ideology of them is disempowered.

200

00:40:11.800 --> 00:40:19.819

Stephanie Bogan: It's disempowered right when you're like. How do I that, says I, don't know right. It feels like lack when you say, what's it going to take to

201

00:40:19.840 --> 00:40:23.550

Stephanie Bogan: What's my next best step? Does that feel disempowering or empowering.



202

00:40:25.020 --> 00:40:28.530

Stephanie Bogan: And so those are those little shifts that we'll talk a little bit more about

203

00:40:28.540 --> 00:40:32.419

Stephanie Bogan: David. How about you? How does How does overwhelmed tea up for you,

204

00:40:32.430 --> 00:40:54.289

David Burgio: you know, for me it's um it's. It's really like when my my i'll be so philosophical, maybe here. But one of my subconsciousness is greater than my consciousness when when I know I should be doing things um to basically achieve whatever goes, I am, and I and I don't know my story behind it is I. I think it's the

205

00:40:54.300 --> 00:40:55.160

David Burgio: it's

206

00:40:55.670 --> 00:40:57.889

Stephanie Bogan: so. Did you notice the shoulds in there?

207

00:40:58.900 --> 00:41:06.490

Stephanie Bogan: So we talked about this earlier. I should tend to be those things we wear on our shoulders, or you're just like I should. I should I should I should I should.

208

00:41:06.500 --> 00:41:25.739

Stephanie Bogan: Oh, I just have to brace against all of this stuff i'm supposed to be doing that. I'm really failing on. I'm not a good business owner. I'm not a marketer. I'm not a good leader. I'm not a good manager. I'm not a good manager. I'm not a good person right. I can't stop putting doughnuts in my back. Whatever it is like we'd love to operate from this place of lack. And so

209

00:41:26.860 --> 00:41:30.799

Stephanie Bogan: not motivated. Is that factor's story, David:

210

00:41:33.630 --> 00:41:36.149

David Burgio: Yeah, I i'm going to say it's back.

211

00:41:36.440 --> 00:41:37.790

David Burgio: It's backed.

212



00:41:37.800 --> 00:41:41.819

Stephanie Bogan: So what do? What do motivated people do that you are not doing?

213

00:41:42.780 --> 00:41:45.290

They will do what needs to be done,

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00:41:45.300 --> 00:41:57.319

Stephanie Bogan: You know, no matter what like family sacrifice, family, church, fuel, food, friends like What's the Where do we draw the line? What needs to be done is a very tall order.

215

00:41:57.530 --> 00:42:02.980

Stephanie Bogan: People have died in the name of what needs to be done. So I want to know exactly where we're drawing that line.

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00:42:02.990 --> 00:42:08.249

David Burgio: Yeah, I mean, you know, for me it's like, I mean, you know it's kind of like,

217

00:42:08.330 --> 00:42:22.310

David Burgio: Yeah, I don't know It's It's it's not as pricing as it used to be to be able to get my goals done, because I've already hit my goals, and it's kind of it feels more. I think I need a bigger, wide behind it, but that's probably a different conversation, you know.

218

00:42:22.320 --> 00:42:33.259

Stephanie Bogan: So. But notice the feeling in that is that there's some supposed to, or should, or something that you you know you should want to work as so, just note the stories that get embedded so easily.

219

00:42:33.310 --> 00:42:38.679

Stephanie Bogan: Everything you said implies that you should still be working at the level that you were,

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00:42:38.690 --> 00:42:55.350

Stephanie Bogan: in spite of the fact. So remember our brains don't finish the equation. It's like, Hey, you're supposed to be working really hard. It doesn't. Say, hey? You're supposed to be working really hard, in spite of the fact that you've all already hit your goal, and there's nowhere to go up from here. Wait that doesn't make any sense. I'm silly. I'm going to disregard

221

00:42:55.420 --> 00:43:04.499



Stephanie Bogan: like it. Doesn't Do us that courtesy. That's our job of sitting in that place of consciousness, because the survival brain just like That's how it's hardwired to work.

222

00:43:04.620 --> 00:43:15.409

Stephanie Bogan: So that's why overwhelm is one of the biggest challenges that we face is that the sciences we spend about seventy percent of our time there in some form of stress right mild to major

223

00:43:15.420 --> 00:43:34.269

Stephanie Bogan: over time, it becomes, you know, and sometimes we just pop in and out of it. I'm happy. I'm struggling. I'm happy. I'm struggling right, and that's really where we're working our way through. Stories in particular. We're really trying to reframe our relationship with the things we do relative to the value we have as people.

224

00:43:34.620 --> 00:43:36.799

Stephanie Bogan: Did. You guys catch that piece

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00:43:37.380 --> 00:43:45.889

Stephanie Bogan: we're reframing our relationship with what we do. Have that conversation take on too many clients. Get that task was done,

226

00:43:46.280 --> 00:43:49.849

Stephanie Bogan: and the value we have is people.

227

00:43:51.590 --> 00:44:04.729

Stephanie Bogan: All of the stories are either something's bad or i'm back Something bad is going to happen, or i'm bad. I'm wrong. I'm not enough. I should. I'm supposed to. This is what good moms do It's what good leaders do

228

00:44:05.100 --> 00:44:21.970

Stephanie Bogan: Those are the stories that shrink us because they put us in a disempowered state, and when we're in that state the magic doesn't happen right? The difference between How will I and what will it take is that line that we talk about getting above. So just note that that's really powerful, David, to sit in the space of.

229

00:44:22.410 --> 00:44:28.590

Stephanie Bogan: Can you ask yourself a better question to get a better answer. Do you want to press at this point is where I might start?

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00:44:29.620 --> 00:44:37.279

Do you want to have a big goal? Because I don't read? I didn't sign a book that said, When I hit this number I must have another big goal, or else



231

00:44:39.260 --> 00:44:42.489

Stephanie Bogan: that's the difference between fact and story.

232

00:44:42.500 --> 00:44:45.070

Stephanie Bogan: The fact is, you hit your goal

233

00:44:45.800 --> 00:44:58.489

Stephanie Bogan: and story is that there's something that you're not doing in relationship to that, and I would just The invitation is to reorient your relationship with your goal going forward because you get to do whatever you want. Now

234

00:44:58.960 --> 00:45:06.730

Stephanie Bogan: that's the beauty of where you are. Success is supposed to be satisfying. You get to tweak anything that's not satisfying for you right now in the near term,

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00:45:06.740 --> 00:45:26.479

Stephanie Bogan: and you get to create a space even more satisfying for you. And if that means growing, David Rowe, and if that means investing all your time in the next generation, just because you love them and you want to read them. Do that, too. If you want to go, help your children, your church, to charities, your community or your cause. Go, do that. So we're going to talk about this deeply and retreat visioning,

236

00:45:26.490 --> 00:45:35.250

Stephanie Bogan: and where you want to spend your energy and where you go next, and how you create leverage. So I won't Go too deep down the rabbit hole that David, for you and for everyone. The invitation is going to be.

237

00:45:35.290 --> 00:45:41.349

Stephanie Bogan: What is the next level experience that you want to create. And how do you want to feel? And I'm just going to go with? Probably not

238

00:45:42.240 --> 00:45:43.840

David Burgio: All right, Thank you.

239

00:45:43.900 --> 00:45:47.099

Stephanie Bogan: Kara. How about you. Where does overwhelming show up for you?

240

00:45:49.880 --> 00:45:55.549

Kara Boccella: I think everyone shows up for me right now at home a lot.



241

00:46:00.570 --> 00:46:19.199

Kara Boccella: Do you want me to elaborate? I want to elaborate. Um, no, I think i'm at a really difficult and hard stage with my children, and I think when they're unhappy that hurts me. And so

242

00:46:19.950 --> 00:46:37.259

Kara Boccella: i'm, i'm a fixer, I think a lot of us, or maybe some of us, just by virtue of what we do as wealth advisors, we we fix things. And so, when I feel like I can't fix it. I feel really overwhelmed about

243

00:46:37.460 --> 00:46:38.689

Kara Boccella: about that

244

00:46:38.700 --> 00:46:39.520

now.

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00:46:39.670 --> 00:46:44.730

Stephanie Bogan: Well, because is not being able to fix it for someone else empowering or disempowering

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00:46:46.120 --> 00:46:50.389

Kara Boccella: to be able to fix it, or someone is empowering.

247

00:46:50.400 --> 00:47:05.059

Kara Boccella: Yeah, and to not be able to by contrast feels awful, especially that we really love. And as parents our goal, it's the hardest thing we do right, Minor eleven, and fifteen. So i'm learning this on a daily basis is to teach them that they are capable

248

00:47:05.200 --> 00:47:19.739

Stephanie Bogan: of fixing their situations. And so it's. How How can we reframe those feelings of disempowerment to empowerment? How Can I sit in a space with my kids and help them ask good questions? Right? Be inquisitive surface their feelings

249

00:47:19.750 --> 00:47:33.219

Stephanie Bogan: get help if they need it Like what you know. What are those? Do I need to build routines, do I? So again, you know, parenting is not necessarily my core area of expertise. But again, when when our need is to feel like a really great mom.

250

00:47:34.280 --> 00:47:43.710

Stephanie Bogan: There is a situation over which we do not actually have control, but we want to it still feels the same, which is bad.



251

00:47:44.240 --> 00:47:51.090

Stephanie Bogan: So just understand that that is something that we can also work to reframe, which is

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00:47:51.220 --> 00:47:58.200

Stephanie Bogan: right, being a good Mom doesn't mean that you It doesn't have to mean that you fix it for people. It can mean something else right? What else could it mean?

253

00:48:04.740 --> 00:48:19.619

Kara Boccella: Yeah, no. I think that is what I am on the journey to to learn right now, and it's not. It can't be about me fixing it. It has to be about them,

254

00:48:19.630 --> 00:48:35.099

Kara Boccella: recognizing that they want to, and then, of course, providing the support and the tools and the professional help to ensure that they have the support that they need,

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00:48:36.530 --> 00:48:38.089

Kara Boccella: but it's so hard.

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00:48:38.100 --> 00:48:45.089

Stephanie Bogan: Well, of course it is because you're human, and you have a heart and right we all do. We all want the people around us to act a certain way.

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00:48:45.100 --> 00:48:47.100

Stephanie Bogan: Periods were hardwired,

258

00:48:47.110 --> 00:48:52.309

and in our heads we say, if you would only fill in the blank behave the way I think you should,

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00:48:52.320 --> 00:49:21.920

Stephanie Bogan: and then I would feel better happy, like a good mom, like a good boss like a good marketer, and then I would be a piece, and everything would be okay. So could you please take up the mantle for me, And, by the way, i'm gonna like we tend to. I'm not saying, you do this, I'm saying, I've not been known to do this as of other people, which is, we tend to then push on people to get them to do the things that we think will fix everything for them, and then for us, and they tend to resist, and it's kind of like trying to teach a pig French. It doesn't work, and it really pisses off



260

00:49:23.170 --> 00:49:25.689

Stephanie Bogan: as my mother-in-law likes to say It's really bad

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00:49:25.700 --> 00:49:28.669

Kara Boccella: I have to learn that the hard way.

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00:49:28.680 --> 00:49:37.189

Stephanie Bogan: And so part of it is again we don't, we're not, but it's about reframing what your relationship with what their experiences means to you

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00:49:37.310 --> 00:49:46.620

Stephanie Bogan: right like. Sometimes good moms have to let their kids make bad decisions, because that's how learning happens and that pain is right. The rabbit is like, Oh, okay, If I don't let him fail

264

00:49:46.850 --> 00:49:59.799

Stephanie Bogan: right then. He's not going to be free to make good choices in the future, because I was, you know, like we learned like you. We can't deny our Kids' consequences. There's no learning in that we're like we're recognizing that as right now that we have

265

00:49:59.810 --> 00:50:20.629

Stephanie Bogan: an eleven and fifteen year old. So whether it's our kids or our staff when we deal with relationships overwhelm is easy to kick in, because we don't actually have control over the lever, because the lumber is another person. We do have control over how we frame our relationship with what's happening with that other person, and what it means about us, because it's almost always Again,

266

00:50:20.720 --> 00:50:33.669

Stephanie Bogan: we typically like love or respect. The other person we want a solver affects. But when we think it, there's a risk or a feeling for us that's not good. We'll apply pressure, and that tends to show up in the relationship

267

00:50:34.400 --> 00:50:36.590

Stephanie Bogan: that's been my experience with my teenager. Anyway,

268

00:50:36.600 --> 00:50:54.730

Stephanie Bogan: he might have a much more positive one than that. Um, right. So pressure is, It's just It's got to be applied really liberally. It's been my experience, and that's the It's the need right. My need to be a good mom and his need to be fiercely independent. Do not always sink in a happy, perfect way,



269

00:50:54.760 --> 00:51:05.439

Stephanie Bogan: right? And it's something I have to like. I'm learning like, okay. He gets to have opinions that I don't agree with, and I don't have to save him and fix him. And because I feel bad i'm like how my son said, How can he think like that.

270

00:51:05.860 --> 00:51:13.189

Stephanie Bogan: That's not about him. That's about me going. Oh, I can't be like Oh, i'm a coach. My kids should be happy and optimistic all the time.

271

00:51:13.200 --> 00:51:16.339

No, he's fifteen. He's going to be moody most of the time.

272

00:51:16.630 --> 00:51:27.570

Stephanie Bogan: But notice those stories that click through my like, just like right through the file effects of my brain. They're like, Ooh! You're supposed to have raised this wonderful loving all the time, child. It must be some failure on your part. Your backbone.

273

00:51:28.510 --> 00:51:33.790

Kara Boccella: I feel bad. No, that's an I mean that's exactly where I go to look at my head,

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00:51:34.400 --> 00:51:38.899

Stephanie Bogan: and so it doesn't have to be perfect to be good is what I remind myself every day

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00:51:39.320 --> 00:51:42.689

Stephanie Bogan: right like? Am I showing up with love? Am I showing up with

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00:51:42.700 --> 00:51:50.480

Stephanie Bogan: awareness? Am I showing up trying to create a space where he can experience things that he right? Capability and content. Yeah, Okay. Well,

277

00:51:50.490 --> 00:52:00.619

Kara Boccella: i'll add some money to that therapy fund because we're all going to put that in the future. And I was just talking with someone with like, Should I be putting it there? If you have like financial planners to be like. Here's There' be fun.

278

00:52:00.680 --> 00:52:05.840



Kara Boccella: The first twenty grand is on mom and dad. After that it's entirely.

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00:52:05.850 --> 00:52:07.520

Stephanie Bogan: It wasn't my that

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00:52:07.870 --> 00:52:20.519

Stephanie Bogan: like. And The truth is, like we all have stuff that we can surface that's going to serve us better, and how we show up in our lives for ourselves. The people we love and our work on the planet. If we can create a space that we can teach our kids that,

281

00:52:20.530 --> 00:52:31.849

Stephanie Bogan: and they can leave with a modicum of consciousness to unwind some of what we in the world have unwittingly and unknowingly done to them. That will, I think, do a really good job better than like ninety five percent of the population.

282

00:52:32.140 --> 00:52:39.189

Stephanie Bogan: So again it's reframing. Hey? I don't feel like I can fix things. Do I need to know What does a good mom do,

283

00:52:39.200 --> 00:52:54.479

Stephanie Bogan: hey? That's a more control like? What will it take to sit in a space where I can allow my child to whatever right, express their feelings, or do this, and sit in a space of loving action. That's the words I use with people loving action. How do I sit in loving action.

284

00:52:55.560 --> 00:53:10.740

Stephanie Bogan: So again it can be your kids. It can be your staff. It can be your partner. It can be your spouse. It can be your relationship with yourself, but it starts to feel overwhelming. It tells us there's something to be tended to in Kara's case. It might just be the story of what a good bomb is right

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00:53:10.750 --> 00:53:19.990

Stephanie Bogan: for Dave. It might be letting go of something for someone else. It might just be like, Wow! I need to hire any hate stuff on my death list. It doesn't have to be deep and philosophical.

286

00:53:20.250 --> 00:53:35.389

Stephanie Bogan: So Kara does that help? Just frame rate how, and we'll talk a little bit about how to reframe, but think about it through the lens of your job is to have the best experience you can to help create a space for them to have theirs, not to control theirs.

287



00:53:35.500 --> 00:53:41.900

Kara Boccella: No, I that helps by folks a lot. All things, all things that I know. But I think

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00:53:42.010 --> 00:53:49.889

Kara Boccella: to have it repeated over and over and over, I think, is very important.

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00:53:49.900 --> 00:53:55.409

The perfection and us want to save us and everyone else around us if they would just listen. Everything would be Ok.

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00:53:56.380 --> 00:54:01.300

Kara Boccella: Well, mark four teenagers definitely. Don't: so. Yeah.

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00:54:01.670 --> 00:54:06.589

Stephanie Bogan: Well, you know the older you get, the less, you know. But when you're young you don't know that yet. So

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00:54:06.600 --> 00:54:12.190

Stephanie Bogan: they're still in that. I know at all. Stage, Mark how about you? How does overwhelm show up for you.

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00:54:12.940 --> 00:54:15.620

Mark Newfield: I tend to flood when

294

00:54:15.670 --> 00:54:23.630

Mark Newfield: I say something, and then I get a question back, saying, I don't understand.

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00:54:24.740 --> 00:54:33.030

Mark Newfield: Then i'll say pretty much the same thing, but maybe a little bit differently, because I tend to mean what I say, and I don't tend to

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00:54:33.730 --> 00:54:34.950

Mark Newfield: you

297

00:54:35.020 --> 00:54:41.329

try and shade things, but we get in. There are some folks I get into with this constant. Well,

298

00:54:42.510 --> 00:54:51.830



Mark Newfield: just a constant question and question and question. I'm like after three times i'm like, look. I've said what I mean. I don't have any other way of describing it

299

00:54:52.180 --> 00:55:02.930

Mark Newfield: that could make me flood pretty well, actually to the point where i'll shut the conversation down and say, I, I can't keep going down this path. So you go. Do whatever you want to do.

300

00:55:03.270 --> 00:55:08.010

Stephanie Bogan: So Notice Mark's strategy when his need isn't meant is to retreat.

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00:55:08.020 --> 00:55:12.889

Mark Newfield: Oh, I just shut down. I I will comply with, and I will say that i'm just i'm just shutting this down.

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00:55:12.900 --> 00:55:13.390

Stephanie Bogan: Yeah,

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00:55:13.400 --> 00:55:14.389

Mark Newfield: I can't go down with that.

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00:55:14.400 --> 00:55:19.809

Mark Newfield: I won't say that that stereotypical male. But I won't. Say that it's not either, by the way,

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00:55:20.060 --> 00:55:39.460

Stephanie Bogan: and women not again. It's not true of all women, but right generally, I and a lot of what we tend to want to talk more to solve it, and then often so. It's not always male, female, but we tend to have those styles and our relationships. And so when someone needs to retreat, and someone needs to go after great.

306

00:55:39.470 --> 00:55:55.490

Stephanie Bogan: Those kind of I need to mention them right now, as those things surface like those are things to be aware of. People on Mark's team might be the kind of people who need to solve something to get closure like for them. Retreat might not meet their need, and it might create frustration on the other side.

307

00:55:56.560 --> 00:56:00.629

Mark Newfield: Well, and I guess my experience, or what drives me that way is

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00:56:00.740 --> 00:56:09.929

Mark Newfield: I. I I tend to get in that state when I feel like i'm getting asked questions to manipulate me into a different answer.

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00:56:09.940 --> 00:56:10.589

Stephanie Bogan: He's

310

00:56:10.600 --> 00:56:15.590

Mark Newfield: what I would rather you do is just raise your hand and say, I don't agree with that. I think the answer is this:

311

00:56:15.600 --> 00:56:17.189

Mark Newfield: okay? I can cope with that.

312

00:56:17.200 --> 00:56:20.390

Mark Newfield: But Don't, try and convince me of something by asking me questions.

313

00:56:20.400 --> 00:56:25.539

Stephanie Bogan: So you guys hear about. Do you hear the value-based need that Mark is speaking

314

00:56:26.230 --> 00:56:34.839

Stephanie Bogan: right like Just speak up be straightforward, don't waste my time super frustrating when our value-based needs aren't met

315

00:56:35.980 --> 00:56:44.969

Stephanie Bogan: so just one that's going to be a trigger for you mark right noticing that's going to be something that really riles you to understanding that when you're retreating

316

00:56:44.980 --> 00:56:59.389

Stephanie Bogan: that might not be what other people need. And again, you might develop a strategy with them to say, Hey, You know what I want to articulate this clearly, and I can't. I need to take a break from it so I can see it differently and come back to it because I I don't. I don't have.

317

00:56:59.400 --> 00:57:10.390

Mark Newfield: That's what I tend to do. I guess I've had enough professional help at my advanced age that I can at least raise my hand and say, i'm not going to be able to accomplish anything with this conversation right now. Can we return to it tomorrow.

318

00:57:10.400 --> 00:57:17.369



Mark Newfield: Yeah. And then, of course, there are people that are like. No, I want to solve it right now, and i'm just like that. It happened.

319

00:57:18.090 --> 00:57:24.049

Mark Newfield: I' to do that? Because otherwise I blow up, and when I blow up it's actually pretty unpleasant

320

00:57:24.060 --> 00:57:32.940

Stephanie Bogan: right? And so notice right where that cycle wheel that we talked about right, You pull yourself out of it before you hit that X point.

321

00:57:33.180 --> 00:57:44.480

Stephanie Bogan: And so what right with good reason and that just think about where other people might be in that cycle along the way as it surfaces for them. If it comes up at all,

322

00:57:45.830 --> 00:57:47.040

Stephanie Bogan: it's everything back.

323

00:57:47.050 --> 00:57:48.569

Mark Newfield: Liz, how about you.

324

00:57:48.680 --> 00:57:50.390

Mark Newfield: How does it show for you?

325

00:57:50.770 --> 00:57:57.590

Liz Hand: It's any time that I feel like the story is that everyone is angry at me.

326

00:57:57.600 --> 00:57:58.189

Stephanie Bogan: Okay,

327

00:57:58.200 --> 00:58:02.930

Liz Hand: they're angry with each other. They're not having the right experience

328

00:58:02.990 --> 00:58:06.899

Liz Hand: that I should be able to

329

00:58:07.700 --> 00:58:14.090

Liz Hand: make the adjustments. Have the conversations do the things that keep people not having feelings.



330
00:58:14.100 --> 00:58:17.040
Stephanie Bogan: You should be able to fix those things. Because why?

331
00:58:19.130 --> 00:58:21.939
Liz Hand: Because they shouldn't have to feel

332
00:58:21.950 --> 00:58:23.200
Liz Hand: feelings

333
00:58:23.400 --> 00:58:26.140
Stephanie Bogan: Right? What makes it your responsibility?

334
00:58:27.560 --> 00:58:29.140
Liz Hand: Ah,

335
00:58:33.580 --> 00:58:41.390
Liz Hand: well, I make it my responsibility. I have a really big capacity, and I don't allow myself to say no,

336
00:58:41.470 --> 00:58:42.850
Liz Hand: because

337
00:58:43.980 --> 00:58:45.470
Liz Hand: I

338
00:58:47.460 --> 00:58:49.770
Liz Hand: I don't know i'm good at fitting things in,

339
00:58:50.430 --> 00:59:06.809
Stephanie Bogan: so that's something to know, because right that creates that cycle of overwhelm as it personal is a professor That's what we really want to look at, as you hear rate. Each is. Where Where are those cycle? Because they they're not random. For the most part I mean random things happen,

340
00:59:06.820 --> 00:59:22.920
Stephanie Bogan: but overwhelmed as a presence in our life is a habit behavior unless you answered zero to most of the questions. It shows up regularly enough, deeply enough, right and meaningfully enough, that It's having a negative impact joy stealing

341
00:59:22.930 --> 00:59:34.670



Stephanie Bogan: right? We talk about how time is our greatest revenue and happiness producing asset. If we don't feel good about our relationship with time and people in terms of how we use it, and the experience they're having.

342

00:59:34.680 --> 00:59:43.680

Stephanie Bogan: Then we're going to feel overwhelmed like That's just the natural response system. And so it's about. How do we check those things before they create that over?

343

00:59:44.230 --> 00:59:58.780

Stephanie Bogan: And so there's some stories there's that we can look at and talk to. Which is It's ultimately your job to set an environment in which people can succeed, and to let them know what kind of character and competency and capabilities are required,

344

00:59:58.910 --> 01:00:01.769

Stephanie Bogan: and then it's their job to decide to show up that way or not.

345

01:00:02.330 --> 01:00:12.209

Stephanie Bogan: Right? And you're mothering the staff the way that care, or I. You might write mother a child, and that is a wonderful tendency, except that accountability

346

01:00:12.220 --> 01:00:25.200

Stephanie Bogan: is still present. I have to teach my son to be capable. He's going to go out into the world like That's an accountability for me as a parent to change him how to be accountable for you. It's the team as you're making changes.

347

01:00:25.210 --> 01:00:54.049

Stephanie Bogan: And so, if we tell ourselves the story that somehow other people's response to a situation is right somehow makes us wrong. Then the more we create change, the more we're going to feel wrong, and you're going to get that yo-yo effect. I feel good about the change. I institute a change. The cycle kicks in. I feel backlash around the change. People are mad at me. I must be wrong. I have to go nurture and cuddle and fitting in this. But right, I gotta go lead on them and fix it. Make sure everybody's okay, and I feel better again.

348

01:00:54.430 --> 01:01:08.620

Stephanie Bogan: And then next level of change, right? And so the question is, how much of that cycle is resonant with you, you that you're in just inspiring it from that story, and how much is actual resistance from the people or processes around you that you ultimately do want to deal with.

349



01:01:09.160 --> 01:01:13.159

Stephanie Bogan: It's that help just as a starting point to frame the

350

01:01:14.180 --> 01:01:24.170

Stephanie Bogan: so just lots of stories that we want to surface on the other side of overwhelmed There's almost always a fear a risk right. Something about us that doesn't feel good,

351

01:01:24.410 --> 01:01:27.140

Stephanie Bogan: Neil. How this overwhelmed land for you,

352

01:01:27.810 --> 01:01:33.889

Stephanie Bogan: somewhat similar to Kim's My overwhelmed usually comes from work.

353

01:01:33.900 --> 01:01:53.220

Neal Albritton: Um! Rarely does it come into my personal life. It has to do everything with either being connected to work, and I think that's just because I put everything on my shoulders as far as the success of the business, taking care of our employees, taking care of my family. Take care of the clients, and it's the normal head trash of No, I can do this. I'm a perfectionist.

354

01:01:53.540 --> 01:01:59.639

Neal Albritton: Don't do the minimum viable product. Make sure it's as good as can be. Do the best you can be a perfectionist.

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01:01:59.650 --> 01:02:03.820

Stephanie Bogan: Have you ever questioned the definition of minimum viable product?

356

01:02:03.970 --> 01:02:07.840

Neal Albritton: Uh: yeah. When I started to fill out this form last week, I was like, Oh, yeah, that's a

357

01:02:07.960 --> 01:02:10.819

Stephanie Bogan: I wonder where that one came from.

358

01:02:13.680 --> 01:02:43.019

Stephanie Bogan: So our definition of acceptable relative to everyone else is that that standard that we're holding ourselves and everyone, too, like. Sometimes we simply have to check it. And when we once we get on the other side of that breakdown, are we always realistic, for like, of course, that was just too much. What was I thinking? Too much change too much for Fin, and in the middle of it it makes perfect and logical sense.



And that's again because we tend to work over and rationalize and justify um. So for you. When you think about

359

01:02:43.030 --> 01:02:58.220

Stephanie Bogan: how you make shifts at work. It's about reframing. What do those doing or not doing those things right? Is there the right my job? Why is it your job single-handedly to provide for all those outcomes that you mentioned.

360

01:02:59.160 --> 01:03:02.129

Neal Albritton: Yes, so usually it's a

361

01:03:02.200 --> 01:03:08.630

Neal Albritton: delegation issue. Which i'm getting over. Thank you, Um, or it is a matter of

362

01:03:09.300 --> 01:03:14.160

Neal Albritton: put too much importance on things, and I realized that it's okay just to you.

363

01:03:14.480 --> 01:03:30.090

Neal Albritton: Do the job. Close it down and go Live my life and the world's not going to end the clients. Aren't going to riot No One's going to leave Everyone's still going to be happy. I don't need to make everything perfect, and I don't need to be perfect when i'm working with clients.

364

01:03:30.100 --> 01:03:36.149

Neal Albritton: I don't feel that I need to be perfect in my personal life, but for some reason I feel the need to do it in my professional life.

365

01:03:36.160 --> 01:03:49.240

Stephanie Bogan: Well, it's the gold star right? We love perfectionists the higher up that scale. The more you love the gold star. It's all about validation, right like. Oh, we did a good job. Did a good job. We all love it right. It's a great thing.

366

01:03:49.410 --> 01:04:04.190

Stephanie Bogan: But can we feel the gold start feeling when we don't get that validation? When a client says, Hey, Neil, you got the report. I thought it was missing. Some things appreciate a conversation. When you get done with that, Can you be like, hey? I'm still an awesome human. I'm still an awesome advisor. So me

367

01:04:04.710 --> 01:04:22.920



Stephanie Bogan: right, and I like it all work there, of course, but that's the like. Our immediate gut. Reaction is right. I'm wrong. I'm bad right. I'm going to get fired. Well, no like You're allowed to make mistakes or great refinements in your reports. Right? Have an honest conversation. I'm sorry I thought we'd prepared. You know I missed this. I'd love to address it.

368

01:04:23.240 --> 01:04:31.599

Stephanie Bogan: None of the stuff that overwhelms us. Most of the time is outside of our control. So we're going to talk about how to shift that in just a couple of minutes.

369

01:04:32.200 --> 01:04:35.439

Stephanie Bogan: Joe, How about you? How does overwhelm show up for you

370

01:04:37.150 --> 01:04:40.960

Joe Van Name: uh for me. It shows up uh

371

01:04:41.090 --> 01:04:44.599

Joe Van Name: in pleasing people and feeling like i'm under achieving. Usually.

372

01:04:44.610 --> 01:04:49.020

Joe Van Name: Um, I don't. I tend to try not to be a burden on people.

373

01:04:49.400 --> 01:04:52.259

Joe Van Name: Um! So that tends to be where

374

01:04:52.350 --> 01:04:55.460

Joe Van Name: I tend to take it on myself to do it. So.

375

01:04:55.580 --> 01:05:00.050

Joe Van Name: Um! And then in goal side. It's, you know what is enough.

376

01:05:00.630 --> 01:05:04.149

Joe Van Name: You know. How big should the firm be? What should we do?

377

01:05:04.180 --> 01:05:09.539

Joe Van Name: When is it enough? I don't have the kid thing, which is uh

378

01:05:09.660 --> 01:05:16.309

Stephanie Bogan: kind of sad for me. So I don't have that part to deal with, even though people seem to be struggling with it. I don't have it so



379

01:05:16.320 --> 01:05:21.160

Stephanie Bogan: makes me sad. So um! But

380

01:05:21.170 --> 01:05:22.589

Stephanie Bogan: with the overwhelming

381

01:05:22.600 --> 01:05:26.310

Joe Van Name: I tend to move too fast, and I really need to slow down.

382

01:05:26.320 --> 01:05:26.890

Stephanie Bogan: Yes,

383

01:05:26.900 --> 01:05:32.339

Stephanie Bogan: and just nibble away at things. So what's the What's the fast moving about?

384

01:05:33.050 --> 01:05:43.469

Joe Van Name: I I just, you know a d deal kick in, and i'll start moving on like partially working on things versus slowing down and taking care of one thing, taking care of another, and then the overwhelming will go away.

385

01:05:43.480 --> 01:05:44.370

Stephanie Bogan: Yes,

386

01:05:44.400 --> 01:05:52.600

Stephanie Bogan: so you'll want to. We'll talk about this. You want to really tune into those feeling indicators. Your system indicators right the calendar. The

387

01:05:52.610 --> 01:06:12.100

Stephanie Bogan: those structures that you're putting into place are gonna great the things you've kind of just been working around the edges a little bit softer and looser right. It's about bringing that discipline and structure that we've been talking about to it, so that you and everyone else have a set of standards that you can hold them to, so that you're not just taking everything back and doing yourself to be a good guy.

388

01:06:12.320 --> 01:06:31.649

Stephanie Bogan: Yeah, i'm trying to. I mean, along with what Neil was saying is like, I'm. You know we used to. I'm trying to figure out exactly What is it that we should be doing for our clients? Not What is it that we're doing because we want it, but they have no actual value for it. So what do people really value? And so how do we,



389

01:06:31.660 --> 01:06:36.250

Joe Van Name: if we free up that time. Are we actually delivering better service for our clients?

390

01:06:36.260 --> 01:06:45.659

Stephanie Bogan: So think what we all wanted to ultimately do is get to. What do we want to do with that. How we want to use the time that we recouped and recaptured right? So

391

01:06:45.670 --> 01:07:03.759

Stephanie Bogan: this is where intention becomes valuable sometimes. MVP. Is okay, not because we're slackers, but because three gold stars doesn't change the outcome at all extent that we get the privilege of wearing the damn gold star, and at the end of the day we don't get enough out of it to regret what it's costing us.

392

01:07:03.770 --> 01:07:06.109

Stephanie Bogan: That's what we got to get really clear on.

393

01:07:06.170 --> 01:07:14.549

Stephanie Bogan: Yeah, it's something like we do a whole bunch of work, and they just don't even. You know It's just irrelevant to them that you just spend an hour doing something. That's

394

01:07:14.590 --> 01:07:26.810

Stephanie Bogan: so. That's what I I don't. I don't see Kyle today, but what I think we write you all love and gravitate you is just the simplicity. Right? Here's what I get Here's what we talk about. Now again, his clients are simpler, because that's the stage of life,

395

01:07:26.820 --> 01:07:56.730

Stephanie Bogan: but it's still that, like there's no complexity or confusion. We right? So it's just about what's the core thing we need to do to deliver value. And then what are we working over on top of that? When you look at your priorities and your projects, eighty percent of the time, ladies and gentlemen, anything beyond one or two projects is us feeling like we should need to right have to solve this problem, and then we don't necessarily get

396

01:07:56.740 --> 01:08:11.089

Stephanie Bogan: to them right. Then the overwhelmed kicks in, because somehow we've lacked been deficient. We don't just go. Wow, I just I don't set realistical, You know I live in the mand of mind of reality. I think i'm going to have to make different choices, like all those stories kick in

397



01:08:11.320 --> 01:08:12.410
Stephanie Bogan: so

398

01:08:12.420 --> 01:08:32.029

Stephanie Bogan: you know. Can you sit in that space with yourself and the team of getting really clear about what the new operating system is, how you're going to fit in it, and then start to deal with where that creates those, you know. Change conflicts, it will, and that for them, and for you can be a little bit overwhelming. But you can manage to that we'll talk a little about how to do it,

399

01:08:33.490 --> 01:08:35.040

Stephanie Bogan: Isaac.

400

01:08:36.569 --> 01:08:38.740

Stephanie Bogan: We started with Isaac Didn't, we?

401

01:08:39.080 --> 01:08:43.890

Stephanie Bogan: We did. Okay. So we've gone all the way up. Well, I expanded my video so that must. It moved you.

402

01:08:43.899 --> 01:08:46.660

I think I'm Melissa now, though you had that Melissa.

403

01:08:46.670 --> 01:08:50.289

Stephanie Bogan: Oh, I was gonna say I was overwhelmed about having to go twice,

404

01:08:51.609 --> 01:09:00.939

Stephanie Bogan: Melissa. You missed the first part, but we're talking about how overwhelmed lands, and how how does it show up in your your work in life

405

01:09:05.910 --> 01:09:07.990

Stephanie Bogan: right after you turn the Niagara.

406

01:09:08.000 --> 01:09:09.990

Melissa Joy: Sorry I was at a doctor's appointment

407

01:09:10.000 --> 01:09:12.289

earlier. So um

408

01:09:13.740 --> 01:09:19.459



Melissa Joy: mean I think a lot of my overwhelming is self-imposed, and some of it is also

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01:09:19.479 --> 01:09:35.630

Melissa Joy: stage of life which it sounds like based on what I heard Joe talking about has already been discussed, but having um kids with some extra complications at times, and the business owner

410

01:09:35.640 --> 01:09:45.359

Melissa Joy: function, and the lack of ability to delegate or learning to delegate in a way that is where I

411

01:09:45.670 --> 01:10:02.940

Melissa Joy: maintain some of the strings. Um! And then the shiny object just adding to the pile versus having safer boundaries for what I need to focus on right now, both internally and externally, all are

412

01:10:03.170 --> 01:10:09.610

Melissa Joy: contributors to overwhelmed. I really want to and need to focus on

413

01:10:10.120 --> 01:10:13.659

Stephanie Bogan: and want to. I want to be different.

414

01:10:13.670 --> 01:10:25.709

I think you I I don't think you were here when Kara and I were just chatting about the having kids and teeth. If you didn't go back and listen to that part, because I think it will be really relevant to where you are, which is

415

01:10:25.720 --> 01:10:42.909

Stephanie Bogan: as parents. It's not just moms, but as parents. We tell ourselves the story about what a good mom or dad is or does. And when our kids have a different experience when they don't, dress, or act, or talk, or behave great those ways. It creates all kinds of kind. That's what's really Surfacing is our response to

416

01:10:42.920 --> 01:11:00.529

Stephanie Bogan: what's happening, and we're trying to be the perfect business. Like all those burdens and pressures that we all carry around, we really all carry around. And so what I really hope you guys are pulling out of just one hearing. Everyone talk through. What creates overwhelm is as you listen to your peers, who you know, love and respect.

417

01:11:00.540 --> 01:11:10.959



Stephanie Bogan: You can listen in and and understand sort of the the narrative story implied in each of their shares, separate and apart from the facts and the content that we talked about

418

01:11:11.280 --> 01:11:13.790

Stephanie Bogan: Right? What's really happening

419

01:11:13.800 --> 01:11:26.850

Stephanie Bogan: is that life happens. Experiences happen. Circumstances happen. We make choices, and we sit at the intersection of that, and the stories we tell ourselves about that experience is really uncomfortable,

420

01:11:27.090 --> 01:11:36.070

Stephanie Bogan: or we don't deal with it, and it just mounts until we get to that point. So Let's talk a little bit about why we're overwhelmed one. All the things that we've talked about.

421

01:11:36.080 --> 01:11:55.999

Stephanie Bogan: We're expected to do more and more, presumably with all that free time that we get, we just fill it up with more obligations. We're barraged. We have not evolved the modern world. Our cape and brain is still living in the modern world. We're in a constant state of stress, and we have more time, resources, and capital, especially this group.

422

01:11:56.060 --> 01:12:06.209

Stephanie Bogan: They more time, resources, and capital than ever, and my experience is the more successful that my clients get until they start to really get centered on this topic.

423

01:12:06.220 --> 01:12:18.300

Stephanie Bogan: The more stressful that success becomes because we're just compounding the stories, the strategies, the solves, the burdens, all those things that you just expressed. If we triple what happens

424

01:12:18.980 --> 01:12:42.979

Stephanie Bogan: without resolving the underlying issue of overwhelm. Are you going to manage your time any differently? No, you're going to do that times threex. So you're going to manage your client base differently. No, you're going to do it. Threex. So that's why we've done the structural work this year of going through right vision goals to client model. And now right talking about productivity and systems and staff which are all going to be right, continuously going deeper on.

425

01:12:42.990 --> 01:12:55.760

Stephanie Bogan: And as we circle back to vision, brand, and growth. It's What's that next level? Now that you have that grounding? And you're in a



much more aware, informed and educated place to start pulling those levers. So

426

01:12:55.790 --> 01:13:00.859

Stephanie Bogan: it really boils down to our overwhelmed story is what

427

01:13:02.840 --> 01:13:19.589

Stephanie Bogan: there's always a fear word behind your overwhelmed story. We get scared. There's something at risk. We'll break about marketing. We're not doing enough. We're not spending enough. We're not doing it the right way. All those things kick in. So if we can overcome those fears and just ultimately get to the place.

428

01:13:21.430 --> 01:13:23.280

Stephanie Bogan: Hold on, i'm trying to click here

429

01:13:23.320 --> 01:13:38.790

Stephanie Bogan: right the difference between a busy day and a full and rich day is what it's just the story, so you'll hear me say things all the time, like things are always working out for me. Damon will say, How is your day? And i'll be like It was a full and rich day, which is really code for

430

01:13:38.800 --> 01:13:49.259

Stephanie Bogan: ten pounds a nine pound bag, right like we really had six hours, and we crammed in like we got everything we could in those six hours right like. If I say i'm tired. I say, i'm happy, tired

431

01:13:49.510 --> 01:14:03.500

Stephanie Bogan: right? Because your brain and your physiology actually respond. When you say i'm crushed and exhausted, your brain gives you crushed and exhausted chemicals. When you say that i'm happy, tired, I have a full and rich day great. There's a positive connotation to that.

432

01:14:03.510 --> 01:14:10.599

Stephanie Bogan: So what we ultimately want to get to. And this is what we've been leading to is there's a difference in overwhelmed between content facts.

433

01:14:10.630 --> 01:14:17.200

Stephanie Bogan: There are fifty seven things on your to do list, and only you know time for thirty this week. That's a fact.

434

01:14:17.930 --> 01:14:30.820



Stephanie Bogan: The only reason we feel that about it is the story. If I don't do that work on time. It means, or in order to do that work on time, I will have to, and that means lost risk negative feeling

435

01:14:30.910 --> 01:14:38.960

Stephanie Bogan: when we get stuck in that gap we don't sit in the place that space of saying, What do I need to account for?

436

01:14:39.590 --> 01:14:49.000

Stephanie Bogan: What do I need to be aware of? Is it time? Is it taskless? Is it priorities? Is it right telling myself stories about my relationship with other people?

437

01:14:49.340 --> 01:14:53.130

Stephanie Bogan: What am I accommodating myself or other people.

438

01:14:53.510 --> 01:15:01.299

Stephanie Bogan: What am I accommodating? I'm accommodating my right and lack of this? I'm accommodating the the staff's inability to follow like, What is it?

439

01:15:01.310 --> 01:15:21.600

Stephanie Bogan: And Then what do you need to account for? Oh, I'm going to need to go through this list with the team, identify the urgent priorities and reach out to the rest of the clients and say, Hey, we've had some clients with some urgent priorities that are taking a bit more time than usual, and it's going to take us a little bit longer than usual to get back to you. Would it be okay if we got back to you over the next two to three weeks.

440

01:15:21.920 --> 01:15:36.850

Stephanie Bogan: Ninety-nine percent of clients are going to say yes, the ones that Don't are going to tell you Why, and you're going to do it, and you just hit a reset button and you're like Well, that was awesome. Why didn't I do that right? Because we tell ourselves like calling the client, and saying, I need to push back is never an option.

441

01:15:36.880 --> 01:15:40.290

Stephanie Bogan: I'm not saying to do that all the time. That's poor business practice

442

01:15:40.300 --> 01:15:51.990

Stephanie Bogan: right. But as you're facing those mountains of overwhelm, is it? I just need to sit down and have the conversation with that person and speak my needs and learn there, so I can figure out if we can resolve them, and if not, I'm going to need to address it



443

01:15:52.000 --> 01:16:06.210

Stephanie Bogan: that gets so scary that the overwhelm kicks in, and then we don't right. We don't like that. Feeling we work over it. We put it off right, and then that cycle winds and winds and winds. And then what happens every single time

444

01:16:08.270 --> 01:16:14.549

Stephanie Bogan: there's a breakdown. There's always a breakdown right, whether it's three days, three months, or three years. There's going to be a breakdown.

445

01:16:14.740 --> 01:16:26.410

Stephanie Bogan: So our goal is to really get to a place where we understand that our overwhelming stories always, if you check them, they always live in the past or the future. They never live in the now. Why,

446

01:16:26.420 --> 01:16:35.069

Stephanie Bogan: you are empowered in the now right now, when I say, what can Neil do to result. Right your brain goes. What will it take? And it finds an answer.

447

01:16:35.130 --> 01:16:45.429

Stephanie Bogan: Worry is always an anxiety, or always about the past or future They're not fact-based. They don't set you up to win. They are designed to protect you, but what we know is they don't work,

448

01:16:45.490 --> 01:17:04.790

Stephanie Bogan: So our goal is to really get clear on. How does it show up? What are those words? What's the feeling? Those indicators? Right? You wake up in the morning. You're like, i'm drowning i'm in a date i'm crushed. I'm smothered i'm frantic. I burnt out like those are the words and feelings that say stop now must pay attention

449

01:17:04.830 --> 01:17:19.300

Stephanie Bogan: if it's a minor, if it's like. I'm a little hurried this week. Great no big deal that happens to all of us if it happens six weeks in a row, and it moves up the intensity ladder. That's where you want to start to get the check. What is the underlying source of the overwhelming.

450

01:17:19.800 --> 01:17:39.570

Stephanie Bogan: What's the feeling state that goes with it? Because that's how we ultimately break the pattern of overwhelming is we sit in this place of focusing on what we can control instead of what we can. There's a great story in the Nineteen Twelve a shoe company set to. She has been to Africa. You guys might have heard this story. The first shoe salesman got there,



451

01:17:39.580 --> 01:17:47.229

Stephanie Bogan: walked around and noticed that nobody had shoes, and he sent back a telegraph That, said i'm coming home. Nobody's wearing, she there's nobody where she's here.

452

01:17:47.600 --> 01:17:48.860

Stephanie Bogan: It's awful.

453

01:17:49.730 --> 01:17:58.640

Stephanie Bogan: And then the next salesman telegraphed back, and he said, I'm staying nobody wears shoes here. This is a gold mine of opportunity,

454

01:17:58.870 --> 01:18:00.070

old mine

455

01:18:00.080 --> 01:18:19.400

Stephanie Bogan: going to make a fortune. The only difference was their perspective. That's what overwhelmed is it's the event and the meaning that we ultimately give it. And so we might just say, You know their shoes, or they're not choose. But our job is to sit in the space, and that means understanding what your strategy is, instead of sitting in the space.

456

01:18:19.410 --> 01:18:27.859

Stephanie Bogan: None of you have heard of any of these strategies before things like powering through. Have any of you just been like I'm just going to muscle through and get it done

457

01:18:27.940 --> 01:18:46.549

Stephanie Bogan: right? I'm gonna work longer. I'll just work this weekend denial. Put that off. I don't really have to do it this week, but right the next time you look at it it feels like five times worse. You're going to try and multitask ladies. You never do. This multitasking is scientifically proven to be false. You cannot

458

01:18:46.560 --> 01:18:48.359

Stephanie Bogan: do two things at a time

459

01:18:48.370 --> 01:19:00.200

Stephanie Bogan: you can switch back and forth between them pretty well. But the research says that each of those respective tasks is diluted by a degree of greater than fifty percent. So basically we're lying to ourselves.

460

01:19:00.210 --> 01:19:11.729



Stephanie Bogan: We're arguing with reality because we're so overwhelmed and overworked, based on right circumstances and choices. We tell ourselves that we have to, that we should, that we can't afford to not to,

461

01:19:11.740 --> 01:19:20.829

Stephanie Bogan: and then it builds that cycle which we ultimately deal with. So here's what I hope you take away from this conversation is you will always take your medicine

462

01:19:20.840 --> 01:19:31.809

Stephanie Bogan: based on your circumstance and your choices. Right? I have parents. I have kids right. Those are my circumstances. My choices are right. What I do about everything in between, and the stories that I tell myself

463

01:19:32.180 --> 01:19:50.159

Stephanie Bogan: and it's how we sit in that space that ultimately decides the outcomes that we create, whether we feel like we're owning it, or whether we're overwhelmed. So you guys know this right we're already hardwired by thirty-five, to think, act, and feel the way that we do, which for most of us is pretty stressed out. So this is literally our job.

464

01:19:50.860 --> 01:19:52.269

Stephanie Bogan: Step one,

465

01:19:53.010 --> 01:19:54.130

Stephanie Bogan: please.

466

01:19:55.090 --> 01:20:04.179

Stephanie Bogan: We've had multiple conversations about this, most of you. If I were tracking your breathing for the last hour would by all standards be hyperventilating.

467

01:20:04.190 --> 01:20:23.840

Stephanie Bogan: We sit, we take very shallow no joke. I just run an article, and it's really cool, like the amount that we breathe relative to like those deep breasts that are really oxygenated and keep us conscious. We don't do that one because we're largely sitting. We've learned that in kindergarten up to that point we belly breathe naturally. Go Watch a four year old. If you've got littles,

468

01:20:23.850 --> 01:20:39.989

Stephanie Bogan: it's when we actually put kids in kindergarten and had them sit down, and when we sit we literally hunch over our diaphragm, and it contracts our breathing, which is why posture? I got this really cool, very comfortable posture chair. It also makes me taller, by the way. So the shells aren't telling me. But



469

01:20:40.000 --> 01:20:46.949

Stephanie Bogan: it's supposed to make you sit up straighter, and I kind of think it does. So. It was worth the seventy two dollars. I paid for it to get at Amazon here overnight.

470

01:20:47.300 --> 01:20:58.920

Stephanie Bogan: But it's these little things of like, Okay, I need like. I sit here for a couple of hours at a time like, How do I make sure that i'm calm and present and breathing because it's when I bring my best off to the conversation. So

471

01:20:59.130 --> 01:21:07.490

Stephanie Bogan: breathing, you guys remember the Belly breath we're going to do. A couple of deep belly breaths right hand on the chest, so the goal is to keep the chest flat.

472

01:21:07.520 --> 01:21:25.459

Stephanie Bogan: Other hand, on the belly, so that when you breathe in through your nose you're breathing into and expanding your belly out like a big balloon. And then, when you exhale, you're tightening and contracting your belly, and like pushing the air out like a ajay breath or surfer breath if you're familiar with it,

473

01:21:25.470 --> 01:21:31.660

Stephanie Bogan: and you're going to try and just stay very upright as you do it. So let's do three or four deep belly breaths, as I like to call.

474

01:21:53.090 --> 01:21:55.250

Stephanie Bogan: How does that feel? Isaac

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01:21:57.920 --> 01:21:58.969

Stephanie Bogan: Better

476

01:22:00.360 --> 01:22:25.050

Stephanie Bogan: Harvard Institute, Harvard Mind, body, Institute. So if you don't, Believe me, believe Harvard did some studies, and basically their conclusion is that the breath is the connection between mind and body like you get all amped up, and you tell yourself it's fine. I should be able to go to sleep. What's the issue? Here? It's going to be okay. Why am I so stressed out, and it's because your brain, your body is locked in an anxiety. Stress overwhelmed state.

477

01:22:25.060 --> 01:22:36.600



Stephanie Bogan: It's locked in fight or flay, and your conscious brain is not connecting It's not integrated. And turning off the breath is the most powerful thing for just interacting that circuit loop of stress

478

01:22:36.720 --> 01:22:45.950

Stephanie Bogan: step one breathe. There's a lot of other stuff that we can do. But step one, two is to get clear. How do you want to feel instead? Which is where we started the conversation

479

01:22:46.040 --> 01:22:55.490

Stephanie Bogan: Right? Where are you now? In terms of how regularly and how frequently and deeply, and how perfectionist you are right. And then the question is. The second question was, How?

480

01:22:55.500 --> 01:23:01.449

Stephanie Bogan: What's appropriate? How do you want to feel relative to the level of success and lifestyle that you want to lead

481

01:23:02.070 --> 01:23:11.050

Stephanie Bogan: it doesn't mean we're never going to be overwhelmed. It doesn't mean things, don't happen. But what do you want your daily operating state? What do you want? Your personal operating system to look like.

482

01:23:13.100 --> 01:23:21.149

Stephanie Bogan: Now I want you to reframe your overwhelmed You've each talked about and shared it a bit through that lens of what's happening

483

01:23:21.760 --> 01:23:24.849

Stephanie Bogan: all right. I'm feeling. Fill in your blank

484

01:23:24.930 --> 01:23:26.890

Stephanie Bogan: What's happening really

485

01:23:27.000 --> 01:23:35.520

Stephanie Bogan: like? What is that circumstance? Right? The above the lightning bolt in front of the X in the cycle that continues to charge

486

01:23:35.620 --> 01:23:38.060

Stephanie Bogan: that pattern. And it looks like this

487

01:23:38.290 --> 01:23:49.990

Stephanie Bogan: right? We get in this habit loop of doing right. We start here. Um! I don't know if you can see my mouse right. We move over to this



lightning vault like we build up, charge, we don't have the conversation. We ignore the task list. We keep saying,

488

01:23:50.000 --> 01:24:08.010

Stephanie Bogan: Yes, right, whatever it is. And then ultimately, there's some event where we're like. Okay, this isn't working anymore. And then we make some adjustment, and then we great, or we do the work that we need to great. We work over it, we work those hours. We get back to that place where we feel better again.

489

01:24:08.520 --> 01:24:12.690

Stephanie Bogan: That's this right circle. Then we go back into that habit loop of the

490

01:24:12.700 --> 01:24:17.479

what we were doing or accommodating or allowing, and then ultimately it's going to charge again.

491

01:24:17.910 --> 01:24:30.749

Stephanie Bogan: And that's the overwhelming cycle. So our number one job is to really understand what are the overwhelmed cycles that are showing up, which is why we took the time to have each of you really speak to. How overwhelmed is showing up for you.

492

01:24:30.760 --> 01:24:40.319

Stephanie Bogan: Now you can look at it and continue the conversation with the lens of what's charging that overwhelm event. What are we compounding through this cycle

493

01:24:40.330 --> 01:24:54.610

Stephanie Bogan: that we could just account for with right a people conversation with a process development with the platform change. What is it that we need to account for that that the winding is trying to tell us is essentially what it rolls down to

494

01:24:55.500 --> 01:25:15.370

Stephanie Bogan: things we can do. We can talk about this in your queue, for calls, as you guys have questions, but literally it's the it's the hokey stuff. Right, sleep, drink water, eat Well take a break, especially with zoom it's incredibly hard. Your brain works and spends a lot more energy paying attention to zoom. There's a real thing called zoom fatigue.

495

01:25:15.380 --> 01:25:27.760

Stephanie Bogan: It's much harder for you. You have to cue in. You can't help it. You're worried about your hair like it just, and your brain can't turn it off. It's. Why, even though, if the camera is down here, and right, and your pictures over there. I always like.



496

01:25:27.770 --> 01:25:38.409

Stephanie Bogan: I'm spinning energy constantly going. Don't Look over there. Look at the camera, even though the photos are. It's exhausting relative to rate our normal average use of energy.

497

01:25:38.420 --> 01:26:05.589

Stephanie Bogan: So take those bricks, walk around, get a standing desk right? Do one easy thing to get the win in your dopamine head. Keep an on my mind list of things that are right really troubling you with those right, because it means you're not solving for them, and that's where anxiety comes, where you just spend the same thoughts in the tunnel. Dry over and over. Your brain is saying, I need to deal with this, and you're not. And the only thing you've left me to do is worry. So I guess i'll just do that until it gets to be too much for you

498

01:26:05.600 --> 01:26:07.939

Stephanie Bogan: like That's essentially how that cycle works.

499

01:26:08.840 --> 01:26:26.550

Stephanie Bogan: So we really want to identify What's the situation that i'm feeling overwhelmed about. Is it it right? A time period is a person? Is it a task list? What's the need that's not being met? I want to have a calm, orderly environment. I want a team that supports me. I want to feel like a good mother,

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01:26:26.600 --> 01:26:37.790

Stephanie Bogan: right? And then what are the steps that we can take story and strategy to really actually start to account for that. Sometimes it's great reframing our mindspace. Sometimes there is actually a lever that we can pull,

501

01:26:37.930 --> 01:26:40.830

Stephanie Bogan: and the thing we do the least is ask for help.

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01:26:40.840 --> 01:26:54.330

Stephanie Bogan: Hey, husband! I've got a lot. I'm really good at this. Ask my husband. Hey, husband, got these calls this week right? But you know, Can you take Emma? Because i'm not. You know i'm not going to be done in time to do it in a way that feels really very calm.

503

01:26:54.340 --> 01:27:06.169

Stephanie Bogan: Other times i'll be like. No, i'm gonna do that, and he'll be like staff. I'll do it. It's fine like what's the big deal? And i'm like. But I want to take them, and he's like you're gonna get your gold star today. It's going to be fine,



504

01:27:08.200 --> 01:27:25.550

Stephanie Bogan: but I had to like I had to have that conversation. I want to do the stupid mom tasks. I want to pack the lunch. I want to drive the car, because when I don't I feel like i'm missing the stuff that's really important like that to me is part of like just beat like, and he was like, Okay, man, that's the lunch. Is that the

505

01:27:25.560 --> 01:27:36.069

Stephanie Bogan: So it's really about what kind of helps you need. You need help with your task list. Do you need to have those needs-based conversations? That help comes in a lot of forms. Is it getting someone to clean your toilets

506

01:27:36.080 --> 01:27:56.160

Stephanie Bogan: right? Is it? Having? Someone added, It tells the great story of like he called me one night, and he's all completely overwhelmed and stressed. It's like, What are you doing? He's like I got to put a desk together because i'm hiring Kant, Who's now? John and I just don't have time for this, and I was like well, as I want to do, and he's like I can't ask him to do it like she's my assistant. I'm like I wasn't talking about Kathy. I'm like

507

01:27:56.680 --> 01:28:08.859

Stephanie Bogan: you live in a summer. There's like college kids everywhere. Pay somebody a hundred and fifty dollars. This is, by the way, during Covid i'm gonna pay somebody a hundred and fifty dollars to put the damn desk together. So he calls me. The next morning it was like eleven o'clock. He's like

508

01:28:10.190 --> 01:28:15.410

Stephanie Bogan: desk is done, and I was like, Did you do it? And he's like No, I paid some guy down the street. Two hundred dollars.

509

01:28:15.500 --> 01:28:22.420

Stephanie Bogan: Take him like two and a half hours. He's done. He was like, I'm never gonna put another desk together again, and I was like, Go you

510

01:28:22.430 --> 01:28:41.130

Stephanie Bogan: now. The desk in and of itself was not why he was overwhelmed. It was a series of things, but because when you get stuck in that blue you lose the ability to stop and do the accounting like. Oh, it's a desk. I'm pretty sure that I could go on to Angie's list where this were right. I can all. You're all very capable of finding a solution,

511

01:28:41.140 --> 01:28:51.350



Stephanie Bogan: but we compromise our capacity to do that when we allow ourselves to get and stay in the overwhelmed safe. You've all I know. This thought of it. You've done something almost impossible

512

01:28:51.490 --> 01:28:58.300

Stephanie Bogan: where you were, just like I'm never going to be able to handle this. I'm never going to be able to do this, or this is going to be so bone-crushingly hard

513

01:28:58.490 --> 01:28:59.940

Stephanie Bogan: and did you?

514

01:29:00.950 --> 01:29:02.070

Stephanie Bogan: Yeah,

515

01:29:02.310 --> 01:29:04.409

Stephanie Bogan: I could not? You can

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01:29:04.430 --> 01:29:10.509

Stephanie Bogan: tell me you blew it right. So if you could handle that, can you handle this?

517

01:29:11.290 --> 01:29:24.870

Stephanie Bogan: Whatever the this is, behind the overwhelmed story or stories is very achievable. It's about really getting to a place where we can say no more than we say yes, or we can track our time, or we can put the structures in place.

518

01:29:24.970 --> 01:29:33.670

Stephanie Bogan: Right? If we get clear on the stories that are driving overwhelmed, we can create the strategies, design the structures, implement the systems, hire the staff

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01:29:33.700 --> 01:29:37.990

Stephanie Bogan: design the solutions that will do what we need them to do.

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01:29:38.080 --> 01:29:43.189

Stephanie Bogan: But we cannot leave the magical thinking to Hermione. That is not in our office. We talk about the land of magical

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01:29:43.200 --> 01:29:59.420

Stephanie Bogan: thinking, and i'm like Oh, we could do it at least it's like stop, whatever we don't live in the land of magical thinking. I'm going to put that in the parking lot, which is this place that we put on



my magical ideas. They just sit there and they get prioritized, and it used to hurt a lot. It used to be bone crushing

522

01:29:59.430 --> 01:30:16.420

Stephanie Bogan: when I could not act on idea. But now, when I put it in the parking lot. I have faith that there is a system. I just know that we can only do so much right. It's as tight as I want it to be like that value system now kicks in because I have a structure that catches me and says, Is this action in line with your values, and i'm like no,

523

01:30:17.050 --> 01:30:28.790

Stephanie Bogan: So it that becomes the the habit structure of like. Oh, it's fine. We'll just put it in the parking lot. It used to be a gut-wrenching like. Let me explain to you guys, why we need to do this right now. It's going to change the

524

01:30:28.800 --> 01:30:30.050

world

525

01:30:30.270 --> 01:30:46.520

Stephanie Bogan: right? And then to Neil's point like, Yeah, it doesn't always change the world. Sometimes it's just an email guys, and I overthink it, you know, like who do need to take an hour to say you're sure agenda like whatever it is. So that's where we can get really clear about where we can make those changes.

526

01:30:46.580 --> 01:30:59.330

Stephanie Bogan: We talked about sleep. I know that this goes into the category. Your brains, like, you know, whatever these are, all but protecting the asset is the number one job that you have, and in case you were wondering, you are the asset. If you were at atomic habits,

527

01:30:59.520 --> 01:31:14.609

Stephanie Bogan: you cannot give what you do not have your cup must run it over at some point if you're exhausted, and you don't have good nutrients, and you're dehydrated, and you're pushing yourself to the brink. You cannot show up as your best self. You can do it for a day or two or three, but not three weeks, three months, or three years.

528

01:31:14.770 --> 01:31:25.169

Stephanie Bogan: So right we're coming out of right. You guys know a crazy, busy couple of years we've moved. We doubled the business. We've rebuilt a model every year. We've added programs, right. It's like all of it

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01:31:25.180 --> 01:31:43.479



Stephanie Bogan: Had great summer, and I was like, okay. I need to make sure that i'm feeling clear and conscious and calm as we hit this next stage I got another coach, which i'm starting with. I got a trainer right like changing my like getting like. What are those high-performance, Happiness routines that I need to

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01:31:43.490 --> 01:31:45.889

Stephanie Bogan: follow, because when they follow them I never feel overwhelmed,

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01:31:45.900 --> 01:31:47.169

Stephanie Bogan: it just doesn't happen

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01:31:47.740 --> 01:31:57.979

Stephanie Bogan: so, whether it's a minor thing, or like a life reset where you're like, hey? We just come out of this period, or we're going into a period. It's really about making sure that you're taking care of yourself

533

01:31:57.990 --> 01:32:09.290

Stephanie Bogan: and following these four steps that we've really talked about. It's awareness. Know your cycle in your triggers right? What What overwhelms me. What charges that, and spins it up to that point?

534

01:32:09.300 --> 01:32:18.249

Stephanie Bogan: Analyze it, what is fact and what is story, what is truth and what is right? Your brain twisting you up because that's a convenient strategy.

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01:32:18.700 --> 01:32:44.749

Stephanie Bogan: Three have your actionable. Go to strategies, reframe that story. I don't have to fix this to be a great mom. I have to create a space where they know that they're loved, and they're given the skills to be capable to fix things on their own. That's what I need to be today, or I need to be this for my team or great Everybody doesn't have to get a yes for things to be okay. No, is a complete sense as one of my mantra's. No. Is a complete Since I had to say no to somebody last week I was like.

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01:32:44.760 --> 01:32:56.160

Stephanie Bogan: No, but I really look forward to you, finding the person that will have the time to give me the give you the commitment that you need like. If I see that person to run across them, I will let you know. But no, is the answer.

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01:32:57.370 --> 01:33:06.039

Stephanie Bogan: No stories around that, because no, it doesn't mean anything bad about me. It doesn't mean i'm under delivering or letting



people down. It just means that I don't have the time and my commitment set right now

538

01:33:06.520 --> 01:33:18.200

Stephanie Bogan: and then again, whether it's a story or a strategy. And then, last, but not least, is the achievement like, How do we get to that place where we can genuinely refine our awareness on our personal practices to stay

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01:33:18.210 --> 01:33:30.439

Stephanie Bogan: longer and longer in that success state above the line that we talked about. Not again. Not that it's perfect, but that you are positive and productive, and empowered in a way that feels good

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01:33:30.450 --> 01:33:38.679

Stephanie Bogan: towards your purpose. And you're making progress in the direction that you want to go. If we do that, then we can always be happy and joyful, because there's no aim,

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01:33:38.690 --> 01:33:54.800

Stephanie Bogan: outcome or corner that we have to turn to get there. There's no taskless that has to be done, no kind of momming that must be created. It's simply a function of resetting our time and asking ourselves a really logical question, which would be, What would my life be like if I had fifty percent less overwhelming?

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01:33:55.980 --> 01:33:58.990

Stephanie Bogan: Just fifty percent. I'm gonna let you keep half of it, at least for this year.

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01:33:59.000 --> 01:34:00.839

Stephanie Bogan: Next year we'll deal with the other half

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01:34:01.430 --> 01:34:05.260

Stephanie Bogan: right. What would your life be like with half of the overwhelming it.

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01:34:07.840 --> 01:34:19.189

So we're going to kick into a visioning exercise in the Growth Retreat, and this is part of the T up to that. What would your life look like with half of the overwhelm which would mean that you would have space for what?

546

01:34:19.810 --> 01:34:28.540

Stephanie Bogan: All right, I want you to get really clear about your future. We're overwhelmed. Doesn't overtake you where you're calm and clear, and that's the norm



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01:34:28.630 --> 01:34:41.400

Stephanie Bogan: and your time and team are leveraging your talent in ways that are energy creating. And, David, if it should so float your boat that a revenue producing. But if not, then that's okay, too.

548

01:34:43.690 --> 01:34:52.390

Stephanie Bogan: That's it like That's the job. Can we start the reset that overwhelmed Doesn't have to overcome us? It's just a story that we tell ourselves.

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01:34:52.560 --> 01:35:22.210

Stephanie Bogan: So some additional resources here. Atomic habits is pretty much on my top. Five books of all time. If you haven't read it, so read it, read it again. Keep it on your desk, Read it every year for the rest of your life, because it's all the science of success that we talk about as it relates to havoc, which is what you guys are. We are not habits, behavior, habits which ultimately become business habits. Those are the three realms that termin our outcomes. Uh, there is the overcoming, overwhelmed guidebook. Just some resources there, the some exercises you can work through.

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01:35:22.370 --> 01:35:37.640

Stephanie Bogan: Ah, use that worksheet to get really clear on the places that overwhelmed is showing up, and then tactically right, the business planning the time blocking, meeting search. I don't do all that stuff because I woke up one day and said, I want to do quarterly business reviews. It's the most fun thing I've ever done.

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01:35:38.170 --> 01:35:54.239

Stephanie Bogan: We woke up and came up with those ideas as to other smart people, because they tend to create the outcomes that we want right, having clarity having a process, right understanding, the level of capacity relative to our lovely of commitment, strikes us as a really good thing to do.

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01:35:54.250 --> 01:36:09.769

Stephanie Bogan: We just don't necessarily always do it right. So think about like, what are the as you look forward and you focus on growth. Where are those places where there's overwhelmed now that you do not want to work over, and that really is. The invitation for this call is,

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01:36:09.780 --> 01:36:21.019

Stephanie Bogan: How do we create the growth in the vision and everything that you all want to create for yourself in a way that doesn't feel pressured and burdened and overwhelming. But we do it in a way that feels joyful.



554

01:36:21.030 --> 01:36:22.049

Stephanie Bogan: That's the goal

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01:36:23.180 --> 01:36:37.590

Stephanie Bogan: all right. I know Kara had to go. Was that helpful to you guys today in terms of framing overwhelmed? How it's sitting with you and really starting to evaluate that, especially as we go into September and the growth retreat

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01:36:38.700 --> 01:36:40.089

Liz Hand: very timely. Thank you.

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01:36:40.100 --> 01:36:41.190

Stephanie Bogan: All right. Perfect.

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01:36:41.200 --> 01:36:43.039

Stephanie Bogan: Yeah. We like to do that before September.

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01:36:43.050 --> 01:36:46.079

Stephanie Bogan: We have to do it after September. It depends on the year,

560

01:36:46.090 --> 01:36:58.730

Stephanie Bogan: all right, anyways, as we have. As you reflect on this, and it really starts to surface where your overwhelming stories are in mindset methods, right mapping personal momentum. Let me know. I'm here to help. If there's anything you want to talk through

561

01:36:58.740 --> 01:37:15.180

Stephanie Bogan: between now and September or Q four calls, i'll be doing some check-ins with those of you. I haven't who haven't reconnected since our last call. So feel free to reach out that's what we're here for, and don't hesitate to let us know how we can help you with overwhelm or anything else. You guys have a great day.

