

Hailey Thomas 0:00

There's no right way for growing an online business. And honestly, me and my guests are more than fine with that.

I'm Haley Thomas. And this is the podcast that lets you be a fly on the wall for candid conversations in many lessons through a variety of online entrepreneurs who are growing their businesses based on their own visions. We are on a mission to normalize and laugh about the behind the scenes truth of achieving a new level of success in your business. This is one year from now.

Hello, hello, and welcome to this podcast episode. Today we are talking about radical personal responsibility. So I'm gonna do my best to not litter this episode with qualifiers and make sure you know exactly what I mean. I'm just gonna speak pretty straightforward. And hopefully this will be really valuable to you. So when I talk about personal responsibility, radical personal responsibility, it's not an accusation. It is a concept that is fueled by curiosity and by love. And it basically asks the question, what responsibility do I have and the experience that I'm having right now? How did I create the experience I'm having right now. Now, I'm bringing this up. Because not understanding radical personal responsibility creates so much additional pain for us, it creates unmet expectations for us expectations that other people didn't know that they had on them, then you feel really disappointed, or I feel really disappointed when those people don't meet those expectations. Or it can cause us not acknowledging our own personal responsibility means that we're probably also not allowing other people to have responsibility for themselves. And it can lead to us overdoing overreaching into other people's experiences and trying to control other people's experiences, not even maliciously, but from a place of love. And I need to help them, they have personal responsibility, and they can practice radical personal responsibility themselves, too. So here's an example of where this has come up for a client. And this is a really like, stealthy concept, because it is how most of us are conditioned to act. And so unless you can like pull it out and identify it specifically, you might not notice the ways in which it's causing pain to you emotional pain, additional labor, additional crap on our to do list. So for example, I have a client who shared with me today that one of her clients, she works with larger companies. She's a consultant that works with larger companies, and one of her clients as a person, she works very closely with there. And they continue to change the project, plan around and shift things around over weekends. And it causes a lot of disruption. And it's hard for the team to stay on track. Now, when my client was explaining this situation to me, she explained it as kind of going off the rails and moving things around, makes it so hard for me to do my work. And it's causing me a lot of stress and extra hours, I do work and then he changes the plan. And then I have to do more work, because my old work is now completely a moot point. And my question to her was simply what is your responsibility in this situation? Now as I am her coach, and she has worked with me before she knew this was not an accusation? Like, how did you bring this down on yourself? Like, radical personal responsibility is not about fault. It's about understanding how what you were experienced was created and what your role in it was to give you power and agency to create a different experience if you want to create a different experience. But that's what you want. So as I was

talking to this, my client about what was going on, she was kind of like, well, he's doing the stuff like he's moving things around. I can't like babysit him. And I said, No, no, no, that's not what the point is. You don't need to babysit him. When he changes the project plan. What do you do? She's like, well, I mainly just kind of bite my tongue and move things around and do whatever I have to do to get back on track. And I'm like, have you told him that when he changes a project plan, it causes problems for you and for the rest of the team? She said, Well, no. Has anyone brought to his attention? What problems This causes? She was like no. So in his mind what he sees his wow my team is really good at adapting as we move things around and are so agile whether or not he knows or should know or like his own leadership skills, a problem in this scenario, but like that, aside by my client, moving and biting hurt, not saying anything and just deciding to shift things around to accommodate him. That's what's creating her stress. That's what's creating her emotional pain is not him. It's her response to this stimulus. And I say this with love, that we have a lot more agency over situations than we think we do. What holds us back is I don't know how he's gonna react or he might get upset, or I don't want to cause a fuss. I'm not comfortable with making other people uncomfortable. But that's what creates the actual pain for you. So when we talk about radical personal responsibility, what we're talking about is knowing what influence we have in our own experience, and it is fueled by curiosity and love. And it asks us to get very specific about our responsibility. How is this created her emotional pain and like additional to do lists and long hours are over time repeatedly created by her not saying anything by her not telling the truth about what's happening, this setup personal responsibility, radical personal responsibility requires us to understand a couple of things. It requires us to understand how we create our experiences with decisions and with our thoughts, and how we create our experience with our action or inaction. So it also requires us to understand how action works. By action, I mean, all the things that you can do. So first of all, our brains have at least 60,000 thoughts every day. 60,000 thoughts when we are conscious, so for like 12 hours, 60,000 thoughts. The startle response, which is our brains, like most primitive response is a circumstance happens like a you know, puppet jumps out of a jack in the box. Our brain has a thought it processes that thought, has an emotion or a motivator and moves right into action. That can happen in 12 milliseconds, right? So whenever you think about like fight or flight, that sort of thing that happens in 12 milliseconds. So what I want to offer is that it may seem like other people's actions are what cause your emotions and actions or inactions. But it may seem like that is true, because the process that I'm talking about can happen so quickly, we're unaware of it. But you have to remember between action or inaction, is thought and emotion or thought and a motivation. Okay, so this is something called the model, the Life Coach School, Brooke Castillo created it. But this is my variation of it. But basically, you have a circumstance or an external piece of stimulus happens, your brain fires a thought, again, this whole thing can take less than 12 milliseconds, but your brain fires a thought, you have an emotion, that emotion will be positive or negative. And your brain, your body's response to that is to either move towards the action or move away from an action. And it can do that by like doing something or not doing something. So in the case of my client, her contact, changed the project plan. So that was a circumstance that happened, she had several thoughts, which was, I can't believe he's doing this, now I'm behind. This is so

frustrating, she felt frustrated, she felt upset, she felt uncomfortable. And to move away from that emotion, she decided to not say anything, and just kind of do her work kind of off to the side and then come back and be ready. Because to move towards that emotion would be would move would be to move towards a conversation with this person, which would create more discomfort for her, in her mind, body wants to go away from that. So she's going away from the discomfort. So all of these things can happen really, really quickly. But your job, as you learn to manage your mind is to slow down enough to see each of those stages. The circumstance, the thought, you have the emotion slash motivation, and then your action or inaction, to see all of those as distinct stages so that you can understand what your responsibility is, and what options you have to create a different outcome or create a different experience for yourself. Which is great news. Because again, what we want to increase and what we want to learn how to yield more and more as an entrepreneur is your agency is your personal responsibility. Because the greater power you have over your self and your experiences, the more you can do. And the more you can create, the less time you're going to spend in turmoil, the less time you're going to spend in victim mode, the less time you're going to spend thinking things just happen to you. And you have to wait to create the success that you want, you can create the experiences that you want to have. So where do we start with recreating these experiences? I always start with a couple questions. One, what is the feeling that I'm experiencing in my body right now? So by being able to acknowledge and like name, the experience, I'm feeling I can track that back to what are the thoughts that created the feeling. So your job at this age is not to judge the thoughts or the feelings? This is not a call to shame ourselves? Again, this is why I want to be very clear about what personal This is why I want to be very clear about what radical personal responsibility is and is not. This is not about shaming yourselves. You're just getting curious. What are my thoughts? What are my feelings right now? Okay? ownership of those in and of themselves is very, very powerful. Now from that place, you get to decide do you want to keep those thoughts and feelings? Or do you want to move towards new ones? So at that point, I would look at the actions and the results of what's happening and decide, okay, these thoughts and feelings created these actions or inactions? And this result, do I want more or less of that in my life, once you decide that you can keep those or move towards new ones. But you can't do that before you acknowledge and connect with those thoughts and feelings? and wonder, Why did my brain choose those thoughts? It could be conditioning, it could be a startle response. It could just be unexamined thoughts like you've never really thought about why you don't question authority, or why you're uncomfortable, and other people being uncomfortable, you may not have known in general that you have the power to create a new circumstance or create a new experience for yourself. Like all those things can be in play. But get curious about Why did my brain choose these thoughts? That's interesting. The next thing would be to write down what the facts are, what are the facts of the circumstance? What are the facts of what happened? And what is the narrative my brain created from those facts? So when we don't feel like we have responsibility or agency, or power, and we feel like things are happening to us, it feels like there's only one narrative and that those narrative, that narrative is full of facts. It's all just facts very, very, very rarely is that the case, it's almost never the case, actually, there's a set of facts, there is narrative that our brain has created, stories that our brain

has created around those facts, write down the facts, write down the narrative. And if you are interested in moving out of that narrative, you can ask what is one other narrative that can be created from the same facts. So one of my other clients is a data analyst, and they love to talk about how data is just numbers, it's just a set of numbers. And it becomes researcher becomes a study when we create meaning out of those numbers. So if I just said six, that number in and of itself is completely meaningless. That fact that piece of data is completely meaningless, unless I add story and context to it. And I can add whatever story and context to what I want. It is similarly with your life and your experiences as an entrepreneur, what is the story? What are the facts? And what is the story, right, you get to pick those. And if there is a story that your brain is just gung ho and fully bought into, that is a belief, that's when it stops becoming a thought and belief is there. And you can decide if that belief serves you in trying to build the business and legacy you want to build or not. Okay, not whether it's right or wrong, not whether it feels very true or not, does this serve you long term or not, and then you get to pick, you don't have to change things. You don't have to have responsibility. No one's going to force you. But if you're trying to build a business that can function as a foundation of a financial and mission driven legacy, then there's probably some things you are going to have to sort and work through. So primarily what we are working against his reaction, we don't want you to just react to your experiences. So for instance, that client I was talking about at the beginning of this episode, she was just reacting. This person changes a project plan, I think these thoughts, I feel frustrated, I don't do anything like she just had a regular mode in which her brain was operating. It was just a reaction. What we do want is a response. We want you to be able to identify, I want you to be able to identify what's actually happening inside your head and inside your body and respond with thoughtfulness. What we don't want is blame. This is my fault, and Everything is my fault. Like again, this is not a means to shame or create more self deprecation. What it is a means to is agency. This is how you own your experiences, even if the experiences are unpleasant. And even if you experiences are painful, even when the experiences are delightful. Even when your brain tells you the success you've had is a fluke, radical personal responsibility is this process of taking ownership and choosing responsibility and response rather than fault in reaction. So another example, I have another client who had this belief that creating clients and creating discovery calls was beyond her. So we just started playing with the idea that she can create clients, you can create discovery calls, what responsibility does she have in that process? And just by asking that question, it sparked a whole slew of conversation and like options that she had and ways that she could move in ways that she could show up to be more responsive. For the experience she was having as a business owner. Another example is the thought business should be going faster. Like, I should have clients by now it should be moving faster. But again, that's just a belief that is going to spark a motivation, or an emotion in you, that is going to lead to action or inaction. Okay, radical responsibility says, I am aware of what's happening, like, I'm aware that I think it should be going faster. But I'm going to choose to stay the course that I've been on and not veer off and go like, oh, something must not be working, something's broken. Or if you do veer off and decide to pursue something else, No, why? It's not that it's not working. It's just a belief that you had about the process. Okay? radical, personal responsibility also

is not about making yourself feel better. Like it's not about forcing yourself to feel better. There have been many, many really horrible things that have happened on a national stage. And what I don't want you to hear is, oh, I am responsible for my experience you are, but that the right, quote, unquote, right response may still be sorrow and grief, the right response may still be to take a nap or the right response may still be to end a relationship. It's not about pointing to yourself and showing yourself all the things you've done wrong. It's about knowing that you hold power and agency over your experience. And you can say, No, that was a really horrible thing. And I'm choosing to grieve as a response. To me, it's the difference between and this is just an analogy. But the difference between hearing a fire alarm, and panicking and sprinting towards an exit and like, you know, knocking people down and getting all confused and making it so that other people can't hear instructions and all the things and calmly moving towards an exit, there's still a fire, you still are going to feel scared, and you still need to get the hell out of there. So it's not about an absence of urgency, either. It's just being aware, and moving with response versus reaction. So this is one of those skills that might take a little bit of time now. Because you're new to the process. If you're new to the process, it might take some time. If you're not new to identifying thoughts and feelings and behavior, like really pulling those things out, then it's not going to take as long soon it will be your default mode of processing. And that's what we want. I want all my clients to have a default mode of radical personal responsibility. Okay, it takes practice, but it's also not rocket science. It's simple and very doable. And the effects of this can make all the difference in how you experience your life, and what agency you have over your business. Thank you for joining me for this 20 minute episode. I really appreciate all of you who listen on the regular and send me messages or questions. It is really enjoyable part of creating a podcast for me. If you want to connect with me on Instagram, I'm at brainspace optimize and if you would like to learn more about how I can help you with things like radical personal responsibility to change the experience you're having as a first generation entrepreneur, you can go to brainspace optimized calm and learn more about my work with entrepreneurs and how we can work together. Alright, I will see you on the next episode. Thank you for listening to this episode of one year from now you can find the show notes and all the links we mentioned at brain space optimized comm slash podcast if you want to chat me up about all things entrepreneurship, then head to brain space optimized comm and join my email list. This is where we have rich conversations about the experience of business ownership is thoughtful. It's funny, I like getting responses and chatting with you all it's a good time. Lastly, you can find me on Instagram at brainspace optimized We will see you in the next episode.

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