



# Leadership Emails

# Leadership Emails

**Today...Choose to Be Extraordinary!**

**January 16 - February 13, 2025**

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Kevin's Leadership Emails are powerful explorations into personal development, both inside and outside of the practice.

Enjoy reviewing all this transformational, thought-provoking content.

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## Writing a Bold and Beautiful Story

**As we traverse each stage of life, we are offered an opportunity to choose our own course.**

**We can play it safe and stay the course we are on; hoping it plays out in a favorable and enjoyable way.**

**We can be bold and courageous; taking chances to veer off course from the norms our society perpetuates, or stepping away from routines that are no longer serving us and actually preventing us from experiencing the fullness of life.**

**As I spend time writing the current chapter of my life, I am going through the same process I committed to back in 2011-2013; a time of deep personal development which led to the single greatest “breakthrough moment” of my life.**

**Here is the list of questions I am asking myself:**

- Where am I allowing my mind to act as my enemy versus my friend?
- Where am I allowing outside influences (society, friends, family) to dictate my decisions?
- What is the current definition of my Standard of Excellence as father, husband, son, friend, mentor, and business professional...in my faith?
- Where am I “stuck” in an outdated routine that has made life too comfortable and easy?
- What risks am I not taking in order to stay comfortable in the current life I have created?
- Where am I seeking validation from outside forces to be the catalyst for “what’s next,” rather than trusting my intuition that I am doing what is best for myself and my family?
- Where am I not being intentional with my time and efforts to write the best Chapter ever in my life’s Story?
- What BOLD decision can I make, today, that will move me further towards creating a Life Worth Remembering?
- What can I do differently to be a H.E.R.O. (Help. Everyone. Respond. Optimistically.)?
- How can I increase my efforts to add to the impact of my daily Legacy?
- How do I need to fill my own “bucket” in order to be the best version of myself for all I choose to have in my life?
- Is this Chapter in life leading to a Bold and Beautiful conclusion, or is it trending towards being comfortable and uninspiring?
- Where do opportunities exist to be the fulcrum in navigating the proper path to take in life?

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I am blessed to have a few people in my life who care enough about me to help me ask the “tough” questions in order to make certain I live a life with no regrets...to be bold and courageous in living out my purpose.

My guiding principle in life continues to focus on being a light unto others...to leave others better off for having spent time with me.

As I continue to draw closer to having more “Clarity” (my 2025 Word of the Year) in my life, I end each day by asking myself this simple question to apply positive pressure to my daily efforts:

*“Kevin, did your light shine brightly today on others?”*

My intention is to help you create your own set of questions that will help you live out a Bold and Beautiful life. I want to be a force for good in your efforts to be the single greatest influence in the lives of those we choose to adventure through life with: family, friends, team members, and patients.

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## Discernment

In preparation for a multi-week message series I am creating, I want to begin by focusing on an important and often neglected skill we all have access to: Discernment.

I believe God has given each of us the gift of intuition...the “gut feeling” that is often referenced when in discussion about making personal decisions in life. The caveat however, is that we have to reach a comfort level of trusting our intuition when it is “speaking” to us.

Today, I encourage all of us to make a commitment to tap into and embrace this guiding force that lies within us, and to do so more than we ever have before.

I offer this encouragement because I want each of us to be more confident and committed to the decisions we make on a daily basis. Far too often, I speak with individuals who are “stuck in the middle” of being all in or all out on their commitments in life. This is a difficult place to be, as it typically leads to disappointment and frustration.

In my experience, making a firm commitment allows us to free our mind of doubt and uncertainty because we stop asking ourselves, “Should I have done A instead of B or something entirely different?” We are far better off committing to a decision, followed by giving it our full energy and attention to create a desired outcome.

This is where Discernment comes into play, and it is why I am asking you to commit to developing this skill in an effort to create more welcomed outcomes.

Discernment:

1. The ability to judge well.
2. Perception in the absence of judgment with a view to obtaining guidance and understanding.

The second entry of the definition for Discernment highlights two key words:

**Guidance and Understanding.**

Due to the pace of life, far too many people take an opinion that sounds good, or directly aligns with their own bias, and take action without putting much thought to it.

Trust me, I have made all the mistakes when relying too heavily on logic, my own biases, other people’s opinions, and many other sources, instead of trusting my gut.

Ever since I made the decision to slow down and listen to my own voice after gathering sound advice and quality knowledge, my decision-making has led to far better outcomes than ever before.

For anyone who has spent enough time with me, you may recall my use of a powerful question, which is...

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*"What does your gut tell you?"*

**Even though people seek me out for my opinions on all matters of life, I still want everyone to take time to refer back to their inner voice and trust what their gut is telling them is the right thing to do.**

**My opinion is to help Guide you in making the smartest decision for YOU!**

**My opinion is to help bring Understanding to a situation given my experiences in life, in conjunction with applying them conceptually to your situations so you can make an informed and smart decision.**

**One fact of life is everyone has an opinion to share, whether asked or not, with most believing their opinion is the right opinion. Because of this, our own Discernment is crucial in making sure we understand where the influence of our decision-making is coming from.**

- Who's advice are you seeking?
- Does this person (people) have your best interests in mind?
- Does this person (people) have the kind of life you respect; the kind of life where you would actually want to listen and take their opinions seriously?

**Now, when we "trust our gut," obviously we will not always be right. It is a skill we have to develop to Discern our "biased" inner voice and our "neutral" inner voice. I will share more about this in my next message.**

**Friends, let's make the commitment to having this year be the best year yet when it comes to making sound decisions in all aspects of our lives.**

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## Sacred Pace

Over the years, I have evolved my decision-making process quite a bit as an attempt to increase my chances of achieving more positive outcomes.

Throughout my observational journey, I noticed two key components that led to the quality, or lack thereof, with my decisions:

3. My ability to effectively Discern, which we began to focus on in my previous message.
4. My reasoning behind making decisions.

**It was astonishing to truly look at the underlying reasons for many of my decisions:**

- I made decisions based out of avoidance.
- I made decisions based upon what was “easy.”
- I made decisions to make other people happy.
- I made decisions to “keep the peace” among other people.
- I made decisions based upon what was best for other people and not necessarily myself.

**The good news is that I find it motivating to remind myself of where I was; looking at all my past reasons for making decisions, it clearly highlights what was not working well for so long. What a relief we don't have to live with those reasons if we “do the work!”**

**The moment I made “The Shift” to focus on what was best for me to be my best and/or do my best for others, the outcomes became far more favorable for myself and everyone I chose to go through life with. My therapist, Mary Ann, assured me this would happen even though it felt selfish in the early stages.**

**Once I mustered up the courage to put myself first, I found it easier to make decisions, take immediate action on the “next steps” I defined based upon those decisions, and more confidently execute my portion of the “follow-through process” to be a catalyst for positive outcomes.**

**Since this profound moment in my life, I have sought wisdom from various sources to help me become more effective at Discerning and decision-making: people I respect, knowledge shared through information (books, podcasts, etc.) and in the deepening of my faith.**

**Relaying that journey would fill a book, so I will share just a single source of wisdom that was recently recommended by a friend of mine who “randomly” sent me a message stating...**

*“For some reason, it was put on my heart to send this book to you. I am not sure why, but I believe you will find the author's message profound.”*

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**For context, this close friend of mine and I speak on a regular basis, so I am certain he picked up on a recurring, underlying theme in our discussions: that I was seeking the next level of understanding in my pursuit of building a stronger foundation of confidence in my Discernment efforts before making significant decisions.**

**The book, "Scared Pace," by Terry Looper, has since added to my latest iteration of the process I use to gain clarity around any situation in life.**

**In future messages, I will be sharing more wisdom from the author. For now, I would like to focus on the most profound point he makes in his book, which is the process he follows to make confident decisions in all matters of life.**

1. Consult Wise Counsel

The author's source of counsel is to seek wisdom from God through prayer, as is mine. I am adding this context as I want to offer a broader connection point to this important step.

2. Gather the Facts

Facts, NOT Feelings.

3. Watch for Circumstances

Be present, be aware, and be observant.

4. Get Neutral

Remove all biases and emotions...be flexible.

**What I found most interesting when applying this to myself is that I began to see I had many steps in my decision-making process, but they were random in execution. Looper has helped bring order to my process, making it: Simple, Relatable (to me), and Replicable.**

**My intent for highlighting Looper's personal process is to have it be a catalyst for YOU to take a step in evolving YOUR process; to inspire self-reflection of how you wish to make sound decisions in all aspects of your life, not to simply copy it exactly as he states.**

**If you were to take a moment to document your current decision-making process, what would it look like?**

- What steps are working well?
- What steps are not working well?
- What steps are missing?

**I would love to know what your process is, what works, and where there is opportunity for you to have your next breakthrough. So please, share with me! We're all in this together.**

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## Gather the Facts

**I received a response regarding last week's message on the book "Sacred Pace." This reply honed in on author Terry Looper's second step in his decision-making process: Gather the Facts. The question this team member asked was profound:**

*"How do you know if facts are facts or if they are not?"*

**Every day I find myself on a fact-finding mission. Whether I am helping one person, working with a group of team members, or navigating a conversation between two people trying to find common ground on a resolution, I have to pay close attention to be able to Discern where the truth lies.**

**Looper shares an insightful story to help keep this step of the process in perspective...**

*"Have you ever known two people who went through the same experience, sat through the same conversation perhaps, and yet their individual accounts of it were noticeably different? If you're married or you have kids, I'm sure it's happened to you.*

*I find that, even in the work setting, if we send two people on a sales call, they will each represent the facts very differently afterward. Logically, that means they can't both be 100 percent correct. They aren't trying to mislead anyone or misrepresent what happened. It's just part of being human means having a hard time absorbing, remembering, and accurately interpreting all the data that comes our way.*

*Adding to the difficulty is our struggle to distinguish facts from opinions. What if I asked those salespeople to state only the facts of their sales calls? Neither of them would ace the test. People are simply too accustomed to regarding opinions as facts, making no distinction between the two."*

**I am pausing here to allow you to absorb what the author pointed out. Let's carve out a common situation where you find yourself in a disagreement with another team member. The majority of the time, you will not find either party speaking with mistruths, they both happen to have a different recollection of what happened in a given event. This situation requires the most focus to take it all in so you can make the best assessment of the actual accounts.**

**Far less likely is when someone is being completely dishonest—which at a point becomes quite obvious and makes it easier to resolve the matter.**

**The author continues...**

*"If all that is true in an everyday scenario such as a sales call, imagine trying to effectively interpret the facts in a situation that involves heightened emotions and desires. I've been practicing this step in my process for a long time, and it's staggering how often I unthinkingly view an opinion as a fact, and present it that way to others to realize later that it was nothing more than an opinion."*

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I isolated this last portion of his message because, most of the time, we find ourselves in a disagreement or an impasse in making a decision because we cannot distinguish between facts and our own opinions/biases.

If we can all be mindful of THIS FACT, we can take a breath. We can release our selfish desires to have exclusive rights to the “truth” or have our perspective be chosen as being the “right” one, and instead, come to a solution/resolution that serves all involved.

Imagine getting the right answer instead of having to be right.

Imagine presenting your side of the story as factually accurate as possible instead of the way you want others to see it.

When presenting the facts as the facts, you are well-positioned to follow up your summary of a given situation with how you feel about it:

5. Here are the facts...

6. Here is how I feel about this situation...

When you clearly articulate the difference between facts and feelings you will find more people welcoming and respecting your viewpoints.

You will find yourself in less “battles” of who is right and who is wrong.

You will find yourself in more collaborative conversations, which will lead to better decisions and results.

Facts vs. Feelings...the everyday “Super Bowl” of humankind.

Which “team” will you choose to be on?

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## Blind Spots and Biases

I received a response from my “Gather the Facts” message I previously shared with you. An inquisitive team member asked, “Kevin, what do you think gets in the way of people gathering the facts?”

This is a smart question to ask because it seems like such a straightforward task to gather up the facts of any situation, yet it is one of the most significant challenges when attempting to make decisions about “what’s next” in the pursuit of creating positive outcomes and resolutions.

Being able to discern the facts (truth) when listening to other people describe their account of a situation has been a lifelong journey for me.

What personal experience has taught me is this: paying attention to someone’s non-verbal “tells” will lead to the starting point of distinguishing between facts and feelings. It is difficult for most people to abandon their own self-interests when found in a conflicting situation.

The author of “Sacred Pace” sums up this reality of human interaction beautifully...

*“Blind spots are a problem here, as are our biases.”*

The degree of commitment to our own interpretation of reality will be the single greatest limiting factor.

*“We know we have them, so why not just admit it?”*

The desire to BE RIGHT versus be part of the RIGHT OUTCOME gets in the way of positive progress while also creating the environment for angst and drama to arise.

*“To gather the facts is to do your due diligence for spiritual purposes. I define FACTS in this context as ‘any data, reality, or truth that could rightly affect a conclusion.’ One prerequisite for proper fact gathering is the willingness to call things as they are, not as you see them. People commonly treat true facts (actual truth) and perceived facts (opinions or preferences) as one and the same, when in reality these are sometimes polar opposites.”*

I have an approach I take that has served me well of the years in collecting useful (factual) information. When entering into a fact-finding discussion with someone, I take the time to make it crystal clear I will ask about feelings and hold the response equal in importance as the discussion carries on.

I believe you will get closer to the truth if the person you are speaking with believes you care how they feel about whatever is going on. Displaying a genuine curiosity for a person’s feelings creates a more welcoming atmosphere where they are likely to let their guard down and take ownership of their role in a given situation rather than feeling as if they have to “fight to win a battle.”

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**Having full awareness of your reality is helpful in all situations, especially with spouses, family, and friends. I do my best to make a clear distinction between my account of the facts and my feelings when in conversations with my wife.**

*"Here is what I believe to be the facts..."*

*"Here is how I feel about it all..."*

**I go as far to say, "I am fully aware that the way I feel right now does not accurately represent reality, yet I believe it is important for you to know...now let's talk about how to make the best of the situation."**

**If you truly want to achieve positive outcomes, then it is important to work on the skill of your own self-awareness to know when biases and opinions are getting in the way of progress.**

**The old adage is, "The truth hurts."**

**I disagree.**

**The truth hurts when delivered in a hurtful way.**

**I prefer, "The truth will set you free!"**

**I speak the truth in a kind and respectful way so I can sleep well each and every night. It is a wonderful place to be.**

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