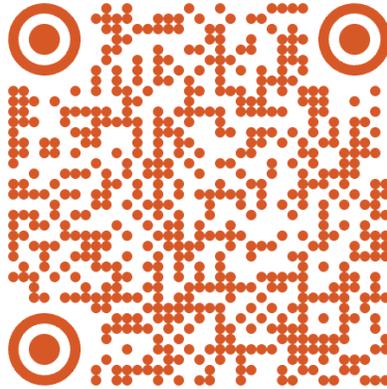


Leadership Emails



July 17 – August 14

Today...Choose to Be Extraordinary!

Insights Into Mind Management (Part 3)

Insights Into Mind Management (Part 4)

Insights Into Mind Management (Part 5)

Insights Into Mind Management (Part 6)

Insights Into Mind Management (Part 7)

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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Insights Into Mind Management (Part 3)

Brain Block 1:
Self-Doubt

Today, we begin working through the seven Brain Blocks as described by Dr. Tsaousides. The first happens to be the one I have struggled with the most, which is Self-Doubt.

Let's start with an excerpt from the author to help you identify where you rate in your command of Self-Doubt.

Facing the Monster Within

It (Self-Doubt) is a fundamental lack of trust in yourself.

It is a lack of conviction in your potential to achieve a goal.

It is the flipside of confidence.

It is fear.

In all the years I have spent developing team members to achieve their potential, fear happens to be the #1 reason people do not try something new or different, which ties directly into Self-Doubt.

The first three years of my post-college, professional career were a miserable failure because I could not get over the fear of someone NOT liking me. I avoided putting myself in situations (“selling”) where I could perceive rejection as a personal attack.

As I explored my destructive thought patterns, I came across an eye-opening observation... something I could not deny any longer: I had become “addicted” to having “problems.” Why? Because it always gave me an excuse for why I was not further along in my life.

It was as if I did not even want to believe there were real solutions to the challenges of life, because it allowed me to wallow in my own misery, as if that made it all okay. It was disappointing to come to this awareness about how I was making my way through life—but looking at the other side of the same coin—it was my beautiful catalyst for transformation.

Over the last two decades, I have shared my story with tens of thousands of people about acknowledging the source of my struggles: lack of the relationship I wanted to have with my father growing up, rather than the reality of what the relationship actually was based upon my father's approach to raising a son.

Once I began “phase one” of dealing with this issue, and committing to professional therapy as my guide, I was able to make more advancement in the next 9 months than I had in the previous decade.

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I learned how to manage my Self-Doubt. I found ways to release the negativity and Resistance, as author Steven Pressfield labels it in the book *War of Art*, and press on to create achievements I once thought were impossible.

At the time, although making tremendous progress in life, I was not able to fully work through my emotions and see the good my father did provide me while I was going through the most influential years of my childhood.

Unfortunately, I came to the realization of all the good he did for me after his passing a few years ago.

Admittedly, I am ashamed of how selfish I was to not see the good he did for me, as I was obsessively focused only on what he did not provide me based upon my own fairytale version of what I wanted my father to be like during my journey from boyhood to manhood.

Why do I share all of this with you?

I want to encourage you to make the decision to face your fears...address what is holding you back in life.

I want to encourage you to create a process you can follow to be aware of your feelings so you can work through them.

I want to encourage you to create a countermeasure that allows you to bring back a positive mindset to help you manage this powerful beast of a Brain Block.

For me, it is reminding myself about the importance of being the best version of myself to make my wife and kids proud of me...to honor the efforts of my mother and father to raise a good man...to honor my maternal grandfather who was a shining example of what it meant to be a man of character and integrity.

Taking an honest assessment of where your state of mind is currently at will spark the clarity needed to evolve your process of managing the powerful force your mind truly is.

Next week, I will add additional context to this Brain Block to aid your efforts in creating a healthier and healthier state of mind!

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Insights Into Mind Management (Part 4)

Brain Block 1:
Self-Doubt

Building upon last week's message of creating awareness of your state of mind when it comes to Self-Doubt, I want to begin with a message from Dr. Tsaousides...

"Self-doubt is the most fundamental Brain Block, because it stops you from getting started. Not knowing what to do is scary. Fear chokes action and makes you feel vulnerable. You start to question your own abilities, your smarts, your strength, and your potential for success. Your focus shifts from what to do to how to protect yourself. Eventually, you get stalled."

It is embarrassing for me to admit all the moments in life that were impacted by my battle with Self-Doubt because it ultimately led to Self-Sabotage; a bombardment of self-generated challenges that were amplified through countless "bad" decisions.

In the end, I am grateful to have gone through all the challenges because it has made me who I am today. I am proud of who I have become and the mission I have chosen to adopt to be a force for good by shining my light brightly onto others who choose to be with me in life's journey.

I can connect deeply with Dr. Tsaousides observation...

"Self-doubt dictates what you can and cannot do in life. It determines how big your goals are, how high you set the bar, how far you want to reach. It keeps your ambition fenced. It supplies your mind with messages about how little you know, how undeveloped your skills are, how unfit for success you are, how difficult it is to make your dreams come true, how uncomfortable and overwhelmed you feel."

Until I gained a better command (Mind Management) over my Self-Doubt, I found myself reaching self-imposed limitations when it came to business and financial success. Of course, those same limitations affected my relational success with friends and family as well.

As soon as I would get to the point of breaking through to the next level of success in business, I would begin to feel so overwhelmed with doubt that I would give up and find myself actually doing worse off than I was before.

These retractions caused so much stress and anxiety because I would self-sabotage my business to the point where I was always rebuilding it instead of maintaining or growing it. Years and years went by of mental and physical stress. Ultimately, I would be fortunate to recover from it in the end.

Dr. Tsaousides offers hope...

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“Self-doubt is not the same as a healthy awareness of your weakness. Knowing your strengths and weaknesses is a key component of success. By spotting your weaknesses you find ways to work around them. By doubting your ability, however, you abandon your efforts. Healthy awareness leads to action. Self-doubt leads to inaction. It makes your weaknesses appear enormous and your goals unreachable. It forces you to deprioritize your goals, to put them on the back burner, and to make them secondary.”

Inaction was significant for me until I finally had my own breakthrough in 2012. I stalled my success, and as a result, stalled my team members, business partners, friends and family because of my fear to take the first step in the next part of my journey in life and business.

It was sad to reflect on these moments as I began my own healing process in order to get my mind right to manage this better than I ever had in the past.

It was not easy to face the disappointment I had in myself.

It was not easy to admit failure.

It was not easy to know I did not have the resolve to push through the internal struggle I faced for 39 years of my life.

At the same time, it all came to me at the right moment when I was ready to face my fears, beat the Self-Doubt and make the commitment—once and for all—to be the very best version of myself for everyone I allow into my inner circle.

I am proud, happy, and relieved to say Self-Doubt and Fear no longer hold a grip on me. I still battle them daily, but now I know how to manage my mind and keep them out of the way so continued progress can be made in all aspects of my life.

None of us will ever be able to exterminate this Brain Block, which is why Dr. Tsaousides’ comments on “Mind Management” are so brilliant—because it relieves the pressure of having to defeat this ugly beast. We simply can develop the skill to keep it securely in its cage.

For those of you who are reading, reflecting and taking this all to heart, I applaud you. Fear could have held you back from even finishing this message because you would not want to face your own experiences in life and admit that Self-Doubt could be a painful struggle.

I encourage you to go to work on this struggle if it exists. I am a real-world example of how it can be managed well in order to help you design a life that brings you joy and fulfillment.

I am filled with joy and contentment of having the life I always desired: having a wife I now know I deserve, and a beautiful 8-year old daughter and 5-year old son who inspire me to be a great Dad (even though I spent most of my life thinking I would not be a good father).

There is HOPE!

I suggest documenting any thoughts that come to mind while you reflect on this particular Brain Block; it will help you assess how to manage it more effectively going forward.

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If Self-Doubt is a battle for you, I want to offer you a word of encouragement, something that was a profound, transformational insight for me: it can be managed if we clearly define WHY it is important for us to keep this destructive force in check.

The WHY is the reminder we need to push through when Self-Doubt begins to rear its ugly head.

The moment we recognize its unwelcome arrival is the moment we want to shove it back in its box.

Take heart: you can do it!

If you manage Self-Doubt confidently, please, be an encouraging and supportive resource for others who battle this powerful enemy. Having healthy confidence is a Superpower others can greatly benefit from if you are willing to offer it.

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Insights Into Mind Management (Part 5)

Brain Block 2:
Procrastination

After starting with Self-Doubt, the Brain Block that the most people struggle with, I want to reinforce my previous two messages on it with additional commentary before moving forward.

In order to manage that powerful Brain Block with effectiveness, it is important to begin simply with awareness of how Self-Doubt creeps into our lives. Awareness is the key to beginning the process of managing the dark power Self-Doubt can exhibit over us. Once we notice this Brain Block has a grip on us, only then we can move into Accepting the reality of the situation and begin the process of creating real, lasting changes in our lives. Our joyful challenge is to turn Fear into Fun—to practice getting to that place of Awareness quicker and quicker and with more self-compassion than ever—and to embrace the perfection of progress!

Now, many of the messages I receive about Self-Doubt have some aspect of Fear laced deeply into the story. It reminds me of lyrics to a powerful song I have in one of my favorite playlists, by Zach Williams, “Fear Is A Liar.” The song is a great reminder of how Fear can disrupt the momentum we have in life and how important it is to “cast your fear in the fire” in order to get out from under its control. Enjoy the warmth of watching it burn; it can light up our worlds!

As we move on to the second Brain Block, Procrastination, I encourage you to have your notes of reflection handy so you can piece together how these overlap each other to create the roadblocks to making measurable progress in your own development.

I will share an excerpt of what Dr. Tsauosides has to say regarding his view of Procrastination, followed by a concept that could lead to a breakthrough for you if you battle this powerful force...

“If there is a crime we are all guilty of, that is procrastination. Procrastination is like the surf that eats away at coastal rocks, very slowly, chipping away a few hundredths of an inch each time it gently licks the rocks, until one day the rocks become so jagged, porous, and unstable that they eventually collapse.

Procrastination has the same effect on your goals. Every time you procrastinate, your goals become eroded, until one day they crumble before they ever had the chance to materialize.

The essential ingredient of success is action. A goal will not materialize without action. Procrastination results in delays. And delaying action eventually has the same effect as not taking action at all. Procrastination is delaying the pursuit of a goal indefinitely and with enormous consequences.

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However, the real problem with procrastination is that things do get done eventually. You delay taking action until the last minute possible. You wait till you are dangerously close to the deadline. But eventually you get things done.

And that's the problem!

Why?

Because it gives you the false confidence that you can get things done regardless of how late you start working on them.

Here is an even bigger problem.

What happens when there are no established deadlines?

What if there are no due dates?

How long can you postpone something before you never get to do it?"

There are so many other implications to delaying our actions. We put pressure on other team members who are waiting for us to finish our role in a given project.

We create an unintended feeling of something being "unimportant," which then creates a certain stigma, which then creates the next thing, and the next thing, and the next thing.

The list could be a mile long.

We can add to it by thinking about how we feel when someone keeps postponing finishing their part of a project and how it impacts us.

Our feelings could be the motivating factor in addressing our own contribution to the Procrastination game.

I will expand upon the author's thoughts by sharing the single greatest reason I believe people procrastinate: they haven't attached a significant enough motivating factor or meaning to complete the task.

In other words: WHY is it important to act now rather than later?

Even though this Brain Block hits me far softer than others, I still have to fight off the easier choice to delay important tasks and deny the present. When I truly gained command over Procrastination was when I knew I was going to become a Dad to my daughter, Addison.

From that moment on, and especially after my son Owen arrived in 2020, I made the decision to do everything in my power to take action as soon as I could to create the momentum and energy needed to complete any given task; a kindness to myself and others.

My goal was to create as much efficiency as possible in order to gain as many extra minutes throughout a given day to help Julie manage life with two children, while being ready to enjoy the precious moments that come with being the father of a son and daughter.

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Nothing has changed since the very moment we knew my wife, Julie, was expecting our first child. In fact, I would say it has only strengthened as the days continue to go by.

My family means more to me than anything on the planet. Addison and Owen are the constant reminders for me to start and finish anything and everything as efficiently and effectively as possible, without sacrificing the quality of my contribution to an outcome.

Of course, there are always other motivating factors besides my family. I keep those in mind as I find the desire and energy to begin the next item on my never-ending "get-to-do list." Having this Brain Block managed well brings me happiness and peace of mind, knowing I will not have to sacrifice what is so important to me.

I encourage you to find a motivating factor, either from the author or from what I shared, to be the catalyst for improving your personal battle with Procrastination.

I promise you will find so much satisfaction from your efforts, especially the first time you feel how different it is to be ahead of the game...checking one more thing off your list than usual...or beginning something you have been putting off for what may have felt like a lifetime.

I look forward to reading the stories you all volunteer as this series continues!

I want you to know how much it means to me when you take the time to share your thoughts, struggles and breakthroughs.

Is there anything I can do to help you with Procrastination?

Please know I will do all I can to encourage and facilitate your own personal breakthrough beyond anything standing in your way; now matter how big or small it may feel.

For everyone reading, this is advice for you: the time to act is NOW!

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Insights Into Mind Management (Part 6)

Brain Block 3:
Impatience

We continue our Brain Blocks series on the topic of Impatience; something I struggle with on many levels.

I do my best to be aware of that and work on being more reasonable in my expectations for how quickly projects can be completed. Oddly enough, those who know me say I have more patience than most when it comes to dealing with others in social situations. This makes me wonder if, overall, I am much harder on myself regarding this Brain Block than is warranted. While it's important that I cultivate more properly-placed patience externally, for me, it's even more important that I recontextualize my internal relationship with Impatience.

Let's explore what Dr. Tsaousides has to say about it...

"A critical component of success is timing.

Time your action too late, and you will miss opportunities.

Time it too early, and you will be shooting arrows when the target hasn't been set up yet.

Time it right and wait.

The paradox with impatience is that unlike other Brain Blocks, which slow down action, impatience generates more action than necessary.

We saw how procrastination delays action and self-doubt prevents it completely. But with impatience you simply can't hold back the action. You do make a move.

Alas, you move too soon, with very little planning and without much forethought.

The key to being unstoppable is knowing when to stop.

When impatience starts to kick in, action erupts.

You give yourself no time to make a plan, to consider the pros and cons, to estimate the kind and amount of resources you need, to explore alternatives, to track your progress, and to fix your mistakes.

As a result, you take uncalculated risk or abandon a good plan, just before you are about to reap the benefits."

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I have an endless number of examples for impatience. The most glaring example for me is from many years ago when I decided to become an angel investor as a way to diversify my investment approach.

An angel investor is one who decides to invest in a company at its earliest stage as a startup business. You have to assess the founder, the viability of the product/service, and the strategy for entering a particular market, along with the growth plan.

Having an inaccurate assessment can lead to a total loss of investment.

Having a good assessment, along with some good fortune, can lead to a tremendous financial victory.

When I decided to add this approach to my investing strategy, I made the mistake of investing with people who were too close to me on a personal level.

I made decisions emotionally rather than rationally.

I thought this was a good idea because I believed I could have a tremendous amount of influence on decisions made and the direction the business would go.

I will cut to the chase: although I went into this with the best of intentions, I began far sooner than I was ready. I simply “had” to make my first investment as I was convinced that I could control the outcome of the company’s success.

My eagerness and impatience led to failure.

I made poor decisions on who/what to invest in. I found out my influence wasn’t as important as I originally thought. I was in over my head and didn’t even know it.

What it boiled down to was:

- I was over-confident in my ability to assess good opportunities.
- I was arrogant in believing I could influence these entrepreneurs to execute and make decisions the way I would were it my business.
- I was convinced I could make any business a success...I couldn’t have been more wrong.
- I convinced myself I was invincible.

My first three investments ended in the businesses failing. Ultimately, I lost my financial investments, I lost the time I spent “working on” the businesses, and most unfortunately, I lost friendships. It was failure of epic proportions and on so many levels.

All of this happened because I did not manage my impatience. In hindsight, I wish I would’ve passed on these opportunities altogether and simply waited for one that was an appropriate match for my expertise. Expensive lessons learned.

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The good news is I learned from my past mistakes. The most recent, and last, investment I made has turned out to be a winner: it continues to evolve into a profitable business venture and has a worthy mission as part of its core commitments.

The main reason this is happening is because I took my time assessing the opportunity. I vetted the founder more than ever before. I discussed the appropriate expectations of how I could help and how much I would help. I took the time to listen to the founder to know what value I could bring to the business, rather than assuming I knew best. It seems so obvious to me now.

Impatience once got the best of me.

I will continue to fight back the urge to move too quickly.

I will pray daily for more patience.

I will become more disciplined.

My intention of sharing my personal struggles with you is to help you in your assessment of identifying the areas of your life where impatience is causing you stress, grief, and disappointment.

Having a better command of our abilities to accurately assess reasonable timelines for our goals—no matter how big or small—will ultimately lead to faster results and satisfaction.

It reminds me of a Navy SEAL training mantra:

“Slow is smooth, smooth is fast.”

For those of you who have a good command of impatience, I encourage you to continue growing your awareness of this aspect of yourself to manage it even more effectively. I have a tremendous amount of respect for those of you who have the discipline to go at a good pace. And for those of you starting from a place of less command over impatience, today's the perfect day to begin rewriting that story.

Please, continue to document your thoughts about each Brain Block as we move through this series. When we're done, your notes will be your custom plan for smooth and fast movements; your personal guide to making precise, effective, thoughtful, positive adjustments to your approach toward life.

Here's to finding the rhythm and wisdom of a healthy pace.

Today...Choose to Be Extraordinary!

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Insights Into Mind Management (Part 7)

Brain Block 4:
Multi-Tasking

I believe Multi-Tasking will be the most debated Brain Block of them all, so please, let your responses fly! I really look forward to receiving your thoughts after reading the author's position.

When I share this during my live presentations, I always have several people come up to me on breaks to share their passionate opinions on Multi-Tasking (I will save my opinion to not skew your response).

The debate about Multi-Tasking is whether or not it is actually a skillset or a detriment to greater efficiency and productivity.

Over the years, I have found people are on one side or the other, with very few on the fence about their opinions.

Here is what Dr. Tsaousides has to say on the topic of Multi-Tasking as a Brain Block:

"Once upon a time there was a skill...and that skill was called multi-tasking. For many years, multi-tasking was revered as the ability that any self-respecting and productive person should possess. Being 'good at multi-tasking' was a must on anyone's résumé. People bragged endlessly to their employers, to their friends, and to their families about their ability to multi-task. Men and women, the old and the young, employees and their bosses, college students and their professors, athletes and coaches, artists and patrons, everyone wanted to be good at multi-tasking.

But suddenly, people started noticing serious side effects. They started complaining that they couldn't focus, they couldn't get things done, they were restless and tired, and their mind was racing. They felt unproductive and underperforming. Some even went to doctors to get help. Was all the bragging about multi-tasking just a masked cry for help? The doctors, not knowing what this was and what to do, gave it a name: adult ADHD. And a new disease was born out of an old habit.

People were left with two choices: stop multi-tasking or take a pill and get back to work.

It is time to bust the myth of multi-tasking. Multi-tasking is the ability to manage multiple tasks at the same time. Or more accurately, it is the inability to manage multiple tasks at the same time. It is the inability to focus on only one thing at a time. It is being distracted and having trouble prioritizing and determining what's important in the moment. It is doing too much simultaneously and failing to recognize the consequences of spreading your resources thin.

Because demands of daily life and the capabilities of modern technology, multi-tasking has become a necessity. Several things require your attention at once, which means multi-tasking

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at home, multi-tasking at work, and multi-tasking even when you socialize. You could be driving the kids to school while planning a meeting on the phone; talking to a client on the phone while surfing the net for important information; or working on a project at home while talking on the phone, cooking a meal, and listening to music all at the same time.

But although it is considered an efficient way of doing things, multi-tasking can easily add hours to your workday and years to your goal achievement.”

When I try to do more than one task at a time, none of them are receiving my best. When I am focused on the most important task at any given moment in time, I am giving it the best I have to offer given my current knowledge and ability.

- **If you identify as a Multi-Tasker, are you open to considering the author’s opinion?**
- **If you identify as a Multi-Tasker, are you open to evolving your approach to applying your focus and efforts to the tasks at hand?**
- **If you do not identify as a Multi-Tasker, does the author’s opinion reinforce your decision to be focused on one task at a time?**

My inbox eagerly awaits your response!

Today...Choose to Be Extraordinary!