

The Mindset of a Leader – Part 2

Toolbox Teleclass Transcription

By Debra Russell



Professional Program

**Track 5: Be the Captain of Your Career: The
Artist As Business Owner, Leader and
Entrepreneur**



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Be the Captain of Your Career: The Artist As Business Owner,
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MINDSET OF A LEADER – PART 2

In this second of three classes on the Mindset of a Leader, we'll continue the discussion about what a leader thinks and believes. I highly recommend live participation, as this is a discussion, not a lecture.

When we think about leaders, usually our focus is on their behavior and how their behavior influences the world around them. And perhaps we try to emulate that behavior with varying levels of success.

The reason we have varying levels of success is because behaviors come from underlying beliefs about our world and our place within the world. In order to become authentic leaders in our own lives, we must build a foundation of beliefs that empower leadership behavior.

In this, the second of 3 classes, using Christopher Howard's 18 Assumptions of Empowered Leadership, we explore:

- * The second set of 6 Assumptions of Empowered Leadership
- * The benefits and challenges of each assumption
- * And how we can apply them in our day-to-day lives

This is a class to engage in as you build your own foundation of leadership in your life. The first class is recommended, but not required for participating. Please download the Assumptions for Empowered Leadership before the class.

Resources:

Assumptions for Empowered Leadership

Well, here we are. It's November 2009 for the Toolbox Teleclass, the second in the series of three called The Mindset of a Leader. So when I went off to turn on the recording, how many was on the call? Has anyone else joined us?

No. Okay. So I guess it's going to be you and me kiddo until someone else joins us if they do.



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Caller: We'll do our best.

Debra: You betcha!

So I don't know if you had a chance to listen to the very first of this call.

Caller: Well, I haven't heard the first section of these three. So I don't have that information.

Debra: That's fine. I actually was intending to explain the process anyway. If anyone is listening to this and listened to the first call, you might want to discuss for a bit through this, but...unless you want the refresher.

So basically, we're going to work through a process to really examine the mindset of a leader, the assumptions that leaders hold.

So for anyone who's listening to the recording, I recommend that you be active in your listening that you listen to one assumption and then pause the tape and write about what you noticed, before you listen to how many that I talked about. I recommend that you post it as a comment, so that we can get a conversation around these issues, and you'll be able to post it as a comment on the actual call on the website.

You can use the comments and also the Yahoo lists to explore and discuss this assumption with each other, and I'll participate as where it seems appropriate.

So my source for the 18 Assumptions that I'm going over in this great part class is Christopher Howard, and he's the best-selling author, prominent speaker, and the owner of the Christopher Howard Training. He's the guy who certified me in NLP in hypnosis.

For over a decade, Chris has researched the success strategies of the world's greatest business, philanthropic, and spiritual leaders, and he found over these years of study that they seem to have a set of assumptions in common, and he's kind of parsed it down to 18 assumptions and so we're working with these. We're going to discuss 6 in each of these classes. So in today's class, we're talking about the second 6.

So first of all, what is an assumption? So an assumption is something that we take for granted. It's a presupposition, meaning that it comes before all other meaning. So we're assuming that this is true, and that's going to affect how we experience things and how we analyze things for meaning.

An assumption is also a belief or a thought that you believe without question. It is Truth (with a capital T), but if you listen to my [Transform Your Belief](#) class, you know that I don't... that I don't think there's any such thing as a true belief, that they are only as true as you decide they are.



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And so we're looking at these assumptions from a perspective of, you know, so why do we care? Like, why is this important? So why do you think it's important for us to look at this mindset of a leader, the assumptions that these leaders hold?

Caller: We...if we don't examine them, we're just going to be on automatic pilot, and we're going to do what we've always done, and if that isn't working for us, we'll just continue to do that or that if we look at these assumptions, we can actually have the power to choose something different coming from a place of awareness about where we're, you know, kind of what's unconscious and what we're not...what we haven't looked at.

Debra: Excellent. Perfect, perfect answer, and it really, you know, if we want to be leaders in our lives, in our communities, in our families, with our clients, with our fans, if we want to be leaders, then we need to take that mindset on.

And assumptions...the thing about assumptions is they are the filters through which we interpret our entire world, and that is the foundation from which we make our decisions and from where we take action, right? It's the foundation.

So, it underlies our view of the world and also our view of ourselves and our place in the world and our ability to take power, to take control, to take responsibility, to take ownership comes from our assumptions or not. So in order to have the mindset of a leader, you must take the assumption of a leader.

So we're going to be going through this process. Let me explain the process, and then we'll get working on it. We're going to read through the 6 assumptions one at a time, and then we're going to have about 7 minutes for each one to talk about each one.

I'm going to read the assumptions. Then we'll talk about what we think it means. Then we want to say whether or not it's something you assume or if it isn't, what do you think you're assuming instead?

And how many...I don't know. I'm hearing a bit of background noise, so I don't know if...

Caller: You want me to *6 until it's time to talk?

Debra: Yeah, that would be great, though we are going to be starting like in about 4 seconds.

Caller: I'll just stop adjusting my boom microphone.

Debra: Oh, I appreciate that.

So (what was I saying), we're going to read the assumption and look at what we think the statement actually means. Then decide whether or not it's something you assume or if it



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isn't, what are you assuming instead? So it can be a really interesting way to unearth some beliefs.

And finally, imagine if it weren't an assumption of yours, how would you be different? What would you be thinking or feeling differently? How would you behave differently and what new choices or options would it create for you? So that's what the process is.

Excellent.

So shall we get started?

Caller: Sure.

Debra: Do you have any questions before we jump in?

Caller: No. Sounds pretty clear.

Debra: Okay, great.

So the first assumption: Signs of resistance are due to a lack of rapport.

Caller: Rapport. R-A-P-P-O-R-T?

Debra: R-A-P-P-O-R-T. So it might be helpful if we understand what rapport means, but what do you think that statement means for you?

Caller: I think it means something about...rapport, meaning that we're in resonance or with. So if it's something we believe and it seems easy and we're headed that way, then there isn't going to be any resistance--that's our flow, but if we have some kind of disagreement with that or some kind of counter-belief then, and we can't really vibrate with that, then we're going to feel resistance like "Oh no," you know.

Debra: I want to clarify something. It sounds to me like you're thinking that whether or not you're in rapport with the statement, but the statement is in and of itself a complete thing. So it's not about your relationship with the statement.

Caller: No, no, but resistance to whatever like let's say you...some tasks has come up and you need to call clients, but you're resisting doing it or don't know...that's not a very good example.

Debra: No, I think that's a great example. So you resisting something in your life, so then you're not in rapport in what. I would never thought of it that way. That's very cool that's why I like to have this discussion.

Caller: Yeah.



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Debra: So your lack of rapport with what though?

Caller: Possibly there's a...first comes up is I have lack of rapport with some aspect calling people. Maybe I have some kind of resistance like I will call them provided they're going to say yes to whatever I am proposing kind of thing or there's, you know, there's something in there that's...

Debra: No, it's like a lack of rapport with the agenda.

Caller: Yeah, exactly.

Debra: And so, yeah, and I think I could take your theory even further, which is that it could be a sign of a lack of rapport with your own intentions--your own goals, where the activity is out of rapport with your deeper intentions and our deeper goals.

So it could, you know...so someone tells you that you need to do something, and you're like, "Oh, I don't think so," because it is out of rapport with your own values.

Caller: Uh-huh, right.

Debra: That's very interesting.

See, I took the statement, "Signs of resistance are due to a lack of rapport," in the context of relationship. So for example, when I'm working with a client and they're resisting, that resistance is due to a lack of our connection. At some level, I'm not connecting with them.

I think that's really true in any audience, you know. When I'm a public speaker, that when there's restlessness or people are, you know, coughing or people are getting up and walking out or talking amongst themselves, that which I take all of these things as a sign of resistance, that I am out of rapport with my audience.

So there's no way that I haven't connected with them, because I think that I can when I am really in rapport with them that I can present a concept and the person might resist the concept, but they don't resist me.

Caller: Uh-huh, right. They don't resist you and your energy you're offering on the concept.

Debra: Exactly, and they can actually grapple with the concept because I'm not in the way.

Caller: Yeah I see this is kind of when I work one on one with people, that if I'm not really listening to who they are and sort of finding a place that we can connect and I have an agenda...I'm trying to sell something or change them or something like this, it's really personal in a personal work, then you know, mostly people just are defensive. They're



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resisting whatever I'm offering or as if I'm evoking their own self and really listening and tuning into them, then things just open for them.

Debra: Yep. I think for artists, for performers particularly, creating...and you know this from your dance and I know this from speaking, also from theater and stuff, certainly with musicians...creating rapport, creating connection with the audience is key to a powerful performance.

And I know you know it's really interesting to do that when you're an actress and there's a fourth wall, so you're not really supposed to be connecting with the audience and the way that you create rapport is by connecting with yourself and connecting with your scene partner.

Caller: And your what partner?

Debra: With you scene partner--with whoever you're doing the scene with.

Caller: Oh god, right.

Debra: Right, because you're not supposed to make eye contact with the audience or anything. In fact if you do that, it makes them very uncomfortable because you're breaking the reality.

But the way you create rapport, the way you draw them in is by creating a level of reality that they can't, they just slide into connection with it, and so when an audience is sitting out there and they're bored and they're restless and they're frustrated, because you haven't created that level of reality on the stage, so they can't come into rapport with it.

So coming back to the process, so we've talked about what we think it means; would you say it is something you assume? And if it isn't what are you assuming instead?

Caller: No, I think generally...well when I'm real connected then this is something that I am aware of. When I'm sort of not right on my mark, then I think what happens for me is if there's resistance, I think I'm doing something wrong or in some cases, I might think that I might imagine some story that the other person is judging me or has some kind of resistance to me personally.

Debra: Oh that's...yeah, you know, god, I do that too. I think we all do that a bit where we sense something and then we make up a whole story around it.

Caller: Uh-huh.

Debra: ...rather than just kind of checking in saying, "Hey, what's going on over there?" which has an amazing effect of bringing you into rapport with the person.



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Caller: Exactly, yeah, outside of the self-absorption of what's wrong with me?

Debra: So really investing in this assumption also raises your level of rapport.

Caller: Sure.

Debra: isn't that interesting.

Caller: Yeah, like if it's the first place you'd look then you know.

Debra: Right, oh, there's resistance. How am I not connecting with this person?

Caller: Exactly.

Debra: And how do I connect with that person? It's very interesting. So, very cool.

Now, imagine it if it were an assumption of yours automatically, like it's not something that it only happens when you're, you know, connected to yourself as you said, but it is...there's something, you know, in your ground of being. This is what you assume.

What do you think you'd be thinking, feeling differently, and how do you think you would behave differently and what choices?

Caller: What first occurred to me is that I would make it a priority to connect. That would be, you know, instead of whatever content I think I'm delivering, my very first goal or task or objective would be to...you know, find a way to connect with whoever it is if it's a client or a dance partner or an audience.

Debra: You brought up earlier--yourself.

Caller: ...or myself, yes exactly. Yeah. Well, actually even that from there then, you know, from connecting to myself that I'm much more aware of, you know, I take someone else in because I have taken myself in so to speak. Yeah.

Debra: I think for me, the biggest change, because I think I assume this probably about 70% of the time. I'm more likely to assume this when I'm working with a client, maybe less likely to assume that out, you know, in less structured environment.

I think the biggest way I'd behave differently is I think I'd take more risks with people.

Caller: ...more what, risk?

Debra: More risks with people, because I wouldn't take resistance personally.

Caller: Hmm.



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Debra: So wouldn't be, "There's something wrong with me." It would be, "Okay, I just need to connect."

Caller: Yeah, the way I see that it's risky or be more in a sense more vulnerable and transparent yourself about it. Yeah, right, say "Oh, hmm, something's not working here. I don't quite feel connected to you how can I connect better to you?" or you know, at a very simple level in doing that transparently.

So I'm not like trying to pretend that you know I know what I'm doing when I feel like I don't...

Debra: Or pretend that the resistance isn't there when it is. Sometimes the best thing to do is to just name it.

Caller: Yeah.

Debra: "Wow you seem a little angry right now, what's going on?" you know, like whatever just named it. Very cool, let's move on to the next. Are you ready to move on to the next one?

Caller: Uh-huh.

Debra: You are in charge of your mind; therefore, your results.

You are in charge of your mind; therefore, your results. So what do we think all that means?

Caller: Well, I think that's about how our thoughts operate, and that whether we're aware of it or not, we are imagining and thinking or even steering a certain kind of result, and that's what we actually get.

Debra: Yeah.

Caller: Even if we're not aware of that or not claiming that, then it looks like we're a victim and stuff just happens to us, but truly what's going on inside our head and our heart is creating our reality.

Debra: Yeah, I think that this statement for me has both kind of a pragmatic, and in this world meaning, and it also has very like deeply spiritual and the more on the spiritual side.

I think that, you know, yes, you get what you expect, and you know that we filter our environment for what we assume is real and true, and so therefore everything that we see around us reflects that because that's all we see.

They're maybe lots more going on, but we're not seeing any of it, because that's what our mind expects. So I think that's how I see it in, you know, kind of in the real world pragmatic



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way, and then on the more spiritual, it's about manifesting. It's about creating our reality, not just because of what we allow in, what we experience, but that we're actually creating the world...

Caller: Like the deliberate creation you're talking about?

Debra: Yeah, like a co-creation with the universe or co-creation with the universe and all the other unlimited beings we're surrounded by, who're also co-creating along with us and what we end up with is our world or our universe.

And so, you know, if it says you're in charge of your mind, which most people I think would assume means your brain or your thinking process, but I actually think it's a...to me the statement. That's why I said I think it's got the kind of the level of just...okay, this physical plane, but I think it's also that I'm in charge of my access to spirits, and therefore, my results.

So I think for me anyway, this statement takes me to a much bigger, deeper level.

Caller: Say the statement again, you're in charge of your mind, and therefore, the result. Is that what it says?

Debra: ...and therefore, your results.

Caller: ...your results. Okay.

Debra: You're in charge of your mind, and therefore your results.

I also think, you know, it comes back to the cognitive behavioral therapy model where you have your thoughts, beliefs about 97% of what happens on an unconscious level.

Those thoughts and beliefs create emotions. Those emotions then influence behavior, choice, actions or inactions, and those behaviors, choices, actions, and inactions, you know, result in outcomes.

And so, it all initiates in the thoughts, belief, place. If you're in charge of your mind, then you know, you follow the track around.

Caller: In charge of your mind also kind of means to me that you're watching your mind in a sense, like you're paying attention to what the content of your mind, which most of the time with a lot of people a lot of time, we're not. It's just kind of going by itself, and we're just sort of...we know we're sort of at call or at, you know, at what we call a result of that, you know.

Rather than actually noticing that's what I think the "in charge of" means. It's like if we choose to, we can really, you know, clip off certain parts and deepen other ones and kind of garden the mind like that.



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Debra: So is this something you assume or if it isn't, what are you assuming instead?

Caller: I think I sometimes assume it, and sometimes I'm caught up, because I've missed the thought and I'm already in the emotions and taking action and looking at outcome and blaming other people, and then going, wait a minute.

Debra: Yeah.

Caller: You know I'm in charge of the show, you know. What am I doing here that's creating this outcome sort of?

And I also think, you know, I'm learning. I guess I'm on the curve of learning that these things are habitual and pattern a lot of thoughts, and that if I can just sort of step back as the witness, then I can deliberately, you know, focus differently and that has a huge impact on how I feel, how I feel in my body, what my attitude is, and how productive and focused and sort of happy I can be.

Debra: Yeah, you know, I agree with you. I think for all of us it's a process. I've been working on it for a very long time. I've probably been working on this since I was about 12 in one form or another. So I actually think I'm pretty...I assumed this.

And when I have a moment or I'm not in that space, I usually notice it pretty quickly. And a lot of what I do is where I'll notice. It is in the physical or emotional sensation, and then, I'll track it back, and I'll say, "Ooh, what's that? I'm angry right now, what am I thinking/feeling?" So I will kind of bounce back and forth between the feeling and the thought.

And if this were an assumption of yours all the time how would you be different?

Caller: I think I would take advantage of this more and sort of...well, for me in the process, where I'm in at this process, I think I would deliberately like set aside time, especially to kind of...for to set intentions and to set how I think and how I feel, and spend more time with that and less time sort of, kind of wondering why I am not being productive or you know, going after fixing things that are already at the manifestation level, and more time sort of at the, you know, at the creative thought level.

Debra: Interesting, and intentionally creating the outcome instead of trying to fix the outcome that lands in your lap.

Caller: Yeah.

Debra: Yeah, very cool.

Let's move on to the next one. We still have four more to go.



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So, only feedback, no failure, therefore, utilize everything. And you've heard me say this before. Only feedback, no failure, therefore utilize everything. So what do we think that one means?

Caller: It means everything is a learning opportunity and if we can be neutral about that and not going to self or other blame, then it's just really rich. It's like again stepping back and, "Oh this happened. What can I learn from this?" Rather than, "Oh no, this happened. What's wrong with me?"

Debra: "Our life is a disaster!" Yeah, exactly, exactly.

I heard the saying for the first time about 4 or 5 years ago though. I think that I've been working with this concept longer than that, and it just, yeah...you know. If there's no such thing as failure, if everything that happens is just information, then boy, you know, what a juicy, juicy life we have, because there's always lots of information and lots of things to learn and lots of ways to process and play with information.

I think that this also really...I really got this concept from my acting studying days, because you know, in an acting class you do a scene and there's no way this scene was good. This scene was bad. The acting was good...like just...that wasn't even part of the conversation. The conversation was what were you working on? You get feedback. What have you learned?

You know, and then the next time you do that same scene, you're working on something different. Maybe you're taking on some of the feedback people gave you and trying to apply it to what you do and you know.

So it's all a process of learning and growing. So I really think that I took that concept on a long, long time ago. So this is definitely one I think I'm assuming. How about you? Are you assuming this do you think or...?

Caller: I think again it's mixed for me. I know that I can really go easily into the, you know, not doing things, even because of the possibility of failure or rather than just going and setting up and saying, "Oh okay, why am I doing this to learn something about this?" Right? Not "I'm doing this to either get approval or get dashed."

I asked this question several times during the Road Rally Conference that I just came from. It just kept to seem to keep coming up. So I kept asking people, "What would you do? What action would you take? What risk would you take? Who would you talk to if you knew you wouldn't fail?" And that's really...that lies at the basics of this assumption.

If there is no failure, then you can't fail. So what would you do? How would you behave differently? What choices or options would it create for you?



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Caller: Yeah, I think I would take a lot more risks, what I would call risks, and do things that...and really do them with an open mind to see, to get information, and then use that information to hone, you know, hone whatever I'm doing, so that the next time I do that thing, I can be closer to my goal, like I did this, did this bring me closer or did this take me farther from where I'm going?

Debra: Right! Excellent.

Caller: That's it!

Debra: I think for me as I've grown into this assumption, one of the biggest changes is that I don't get embarrassed.

Caller: Yeah.

Debra: I just, you know, I used to get embarrassed and feel tremendous shame.

Caller: Uh-huh.

Debra: About things, like if I made a mistake or something, it would just torture me for years sometimes. There's like I, there were times, certain mistakes that I thought about for years after they happened with just shame and embarrassment, and when I really took this on, that has just disappeared, because so what?

So what I made a mistake. Oh really? So what?

Caller: Uh-huh.

Debra: And that's been very interesting too. No, this is cool, yeah.

Caller: Yeah there's something there about trying to just kind of feel into its...if there is no failure, then...or no shame really, then it's like, "Oh, so I you know again. It's like I did this thing, and you could've done this thing. We could've done, anybody could do this thing. This is part of learning. It's sort of like, in the sense of if a baby tripped and fell, and you go, "Oh, you failed at walking."

Debra: I know right? He's bad and wrong, and he's never a good baby.

Caller: I don't want him to ever try again. "Oh, he missed his mouth with the food. Oh! Don't ever let him feed himself again. Don't try."

Debra: And you know when did we learn? Because...exactly learn, because babies don't do that. They drop something, and they're like, "Oh wow. It fell. Isn't that interesting?"



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Caller: Yeah, it's a status...vying for status peer pressure thing that happens when people are trying to move up on the status you know.

Debra: Yeah.

Caller: And I think that's part of when it comes early on, like kindergarten, first grade. "Oh she has this, that, the other thing, nyayaya," you know?

Debra: Right, or getting the wrong answer and having the teacher humiliate you.

Caller: Exactly! All because we've been told we're a failure.

Debra: Right.

Caller: ...we're stupid.

Debra: So interesting. So what are the tremendously freeing assumptions in this?

Caller: Yeah, there's a, one of my favorite teachers. He is dead now, Anthony De Mello, said he was going to write a book called, "I'm an Ass. You're an Ass."

Debra: Let's go play, right?

Caller: If you start from that premise, then you kind of expect yourself to be an idiot, and then anything you do better, you know, anything that you do well, "Oh wow, look what I did!"

Debra: Right.

Caller: But I didn't expect us all to be perfect and then anything that's underneath that, that we, you know, that we feel is less than that, we beat ourselves up on.

Debra: Right and it just, it all becomes plain.

Caller: Yeah.

Debra: It all becomes plain and all becomes course for the mill, and it all becomes...one of the things that really fascinates me about professional athletes because they will come back from a game in which they lost you know horrifically, and they analyze the films and they look at...okay, so this is where this coverage broke down or oh, you zigged the left, and you should had zigged right, and you know...and not from our perspective of your bad and wrong, and when...idiot, what were you thinking zigging left.

But from a perspective of next time, when you see this guy, then you're going to know to go in the other direction kind of thing so.



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Caller: Yeah, subjective.

Debra: Right, it's subjective. There is no, it's not personal.

Caller: Uh-huh.

Debra: It doesn't mean anything.

Caller: I think of when, you know, when someone else does something kind of ridiculous or seems, you know, like...and they're beating themselves up it's like a lot easier to say, "Eh, anybody could do that" to them, right? You know? Don't you see? Don't you find that with yourself sometimes that it's a lot...it can be a lot easier to...

Debra: ...to forgive others or read the Bible?

Caller: Yeah, exactly! Yeah.

Debra: I think that used to be true for me. I've really worked on that stuff, and I've noticed in the last 5 or 6 years that it's mostly disappeared for me. I think a lot of it got burned up, got burned off in my illness, because there was so little that I could do.

Caller: Right.

Debra: But that was really grateful for anything I got, whether it was well or badly. If I could do it, I was happy, you know.

Caller: Uh-huh, yeah. Your expectations changed a lot, right?

Debra: Because I had no expectations, so yeah.

Caller: Dropped.

Debra: Exactly dropped.

Caller: Word expectations.

Debra: Exactly.

Debra: Alright so let's move on. I love this one. Un-resourceful people do not exist, only un-resourceful states.

Caller: States? Like state of being?

Debra: State, like state of being.



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Caller: Hmm I like that.

Debra: Isn't that gorgeous? What do you think that means?

Caller: Oh, I just read something earlier on this, awhile back. It was related to this. It's like we aren't geniuses, but we have moments of genius, and to me, this is a similar kind of statement that rings true.

Debra: Turning that statement on its hand, we are geniuses and we have moments of un-geniuses in us.

Caller: Well, that's a way. I guess this statement was about if you're a genius, then it might be...you might get so frozen, because "How can you be a genius 24/7?" kind of thing.

Yeah, you've got to live up to it. This is where this one came from. But I like the idea of...I think this is it. This is saying un-resourceful people, it's not an identity. It's an action. Resourcefulness is more a process or an action. It's not who you are, yeah.

Debra: So when you say to yourself, "I'm stupid," then you're identifying yourself with your state of being in this moment. You may have made stupid choices and then that you and you know in...on second thought, you could've made better choices.

Caller: Uh-huh.

Debra: But you're not stupid. You're just...your choices are.

Caller: Yeah.

Debra: You know, I think un-resourceful people do not exist, only un-resourceful states, and again, I take this on a much bigger plan. I'd take on the plan that you're talking about.

Caller: Uh-huh.

Debra: I take it much bigger. I actually think we're all unlimited.

Caller: Uh-huh, yeah.

Debra: Fundamentally and without question. Unlimited beings, who do not die, cannot be damaged. That our experience of death and damage and pain, it has to do with the state of being in a physically body and that...

Caller: And identifying with it. Yeah, uh-huh.

Debra: ...that's momentary, but we forget that we're bigger than that.



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Caller: Yeah.

Debra: And so it's an un-resourceful state when we forget that we're bigger than that.

Caller: Yeah, it's kind of an illusion living in my kind of thing.

Debra: Yeah.

Caller: By other terminology, yeah...and we think we're anything less than, you know, god itself, whatever people use for that word. So true, yeah.

Debra: The thing that I...

Caller: The small me and the big me.

Debra: Right exactly. The thing that I deeply, deeply love about this one, un-resourceful people do not exist only un-resourceful state, well, doesn't that allow us to be tremendously passionate and forgiving?

Caller: Yes, absolutely.

Debra: We can look at a person and say you did this thing. My feelings are hurt or my physical body is hurt or you know, things around me are damaged, and you did it out of being in this moment in an un-resourceful state, not because you're evil, and I think that the question of good and evil comes into play here as well.

Caller: Uh-huh, yeah.

Debra: You know, because, how can a person be evil and be always resourceful?

Caller: Right. Well, and the other is, you know, what that un-resourceful or I would call as like disconnected from source, un-resourceful...

Debra: Uh-huh.

Caller: Un-full of source...

Debra: Yup!

Caller: Or feeling unloved, you know. One I think of is Marian Williamson or someone who says, somebody originally where I heard it was like...there is like, the only reason anybody does anything is because they are trying to feel loved no matter what the action looks like.

Debra: Right.



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Caller: Or you know, and so you know that's what you know. It's a cry for love. It's like I don't feel loved right now and here's this action and that's un-resourceful, unconnected to source in that moment.

Debra: Yeah that's great!

Caller: Yeah.

Debra: So is this something you assume or if it isn't, what do you think you're assuming instead?

Caller: I think I pretty much assume this. I'm pretty closer to this one than the rest. I really, you know, I might have moments of where I have a reaction, but it's so quick that I turn in even towards myself, and say, "Wow, you know, this is someone that actually...or myself that is not connecting right now."

This is where this action is coming from and how can I help them connect or how can I reconnect to myself.

Debra: Yeah, absolutely, and I agree with you on this. This is one that I've, that I think I've always assumed since you know infancy and you know...

Caller: Yeah I just don't blame. I don't get, you know. I just don't hold things against people, and I don't think there's evil and I don't, you know, even if few people say, "What about Hitler or this or that?" I still think this is true.

Debra: He was in a deeply un-resourceful state.

Caller: Yeah he was in deeply un-resourceful state, and it didn't happen, you know, out of the clear blue. Nothing...I think people really are shaped by their environment a lot.

Debra: And also he was not alone in living in that un-resourceful state. The entire country of Germany.

Caller: That's right! You know. He was resonating with the big, you know, that whole kind of...there's a lot of people that jumped on the bandwagon or were ready to embrace that, you know?

Debra: Yeah.

Caller: That kind of thing and...

Debra: I think also this can go to a scarcity abundance question well, because if you know if we are in scarcity, if we think that...you know, in working with artists, a lot of times I find



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people are jealous or resentful of other people's opportunity for success, because they think that means there's less of the pie for them, and that's very much about resource, right?

Caller: Right, resource.

Debra: There's a lack of resources, you know. That's also another way to take the statement that actually ultimately there is an abundance and unlimited amounts of resource that people are just living in un-resourceful state. They're looking only at the lack and not of the abundance.

Caller: Yeah, that word resource is really rich when you pull it apart.

Debra: Yeah.

Caller: Re-sourcing and re-sources and...

Debra: ...and resourceful.

Caller: Yeah.

Debra: Yeah, very cool.

Alright moving along to responses are the best way to evaluate the effectiveness of your communication.

Caller: Yup, yeah.

Debra: What do you think that one means?

Caller: That means you'll know what you've conveyed by how a person responds. It's really and in a deeper way, it's like a mirror back. How can I like reflection...a person's response is going to reflect back to me what came out to me, and no matter what I think did.

Debra: Right.

Caller: So I can clarify and I can adjust and I can reword and I can re-sort of work whatever I'm communicating based on the response that I'm getting.

Debra: Exactly! Exactly. I think that's exactly what this means and that you were always ultimately responsible for the response you get from people.

Caller: Absolutely! Yeah.

Debra: And I will say that I struggle with this one a lot.



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Caller: Uh-huh.

Debra: This is definitely one I have struggled with, and you know, I think I'm pretty good. I'm a pretty effective communicator, and I'm really happy to reword things and rephrase things, and you know...and say it a different way, and I can like go tell when the person got it, when the light goes on and they go, "Ding." Okay got that.

And the reason I think I struggle with this one is because so much of what we experience and the meaning that we apply to what we experience is colored by our own assumptions and filters or expectations or past experience or memories, all of that stuff.

So if that's true of the other person too, we're assuming that's true of them as well. When I'm putting out a communication, they're receiving that communication through their filters and that's true.

But I think that has nothing to do with the effectiveness of my communication, because the essence, you know, I'm saying this, when I'm actually discovering something new about the statement. This statement isn't about whether or not they're receiving and all of that stuff. It's about whether I'm being effective.

Caller: Yeah.

Debra: And the only measure of my effectiveness is whether or not you get it.

Caller: Yeah. I get this as a teacher, I used to think what's wrong with that person. They're remedial.

Debra: They don't get it right, yeah.

Caller: You know, I'm teaching this a perfect way, and why don't they get it? You know, and I really...it took Frank, m... this high-functioning Asperger person in my life. This has really helped teach me this, you know, a part of it. If it is just like, "Well you know, what if the student doesn't get it. It's up to the teacher to shift how they're giving it until the student gets it."

It's my responsibility as a teacher, you know, to find the way that the student can respond to learn, whatever it is I'm trying to convey.

Debra: Exactly.

Caller: So the responsibility is on me.

Debra: I think this is also so key in relationships.

Caller: Yeah.



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Debra: Right? Because...

Caller: I can't agree with you more.

Debra: I was working with a client who is struggling in her marriage, and you know...and really what I came down to was that the way that she wanted to receive love and the way that he wanted to receive love were very different.

And so she wanted to give him love in the way she wanted to receive love, but that's not the way he wanted to receive it and vice versa, and therefore, they didn't experience that the other person loved them. Except that, of course, they did.

Caller: Right.

Debra: And so if you're getting that I love you is my responsibility? Is then figuring out the way you want to receive love is my responsibility and delivering it in those terms is my responsibility?

Caller: Yeah, you have to figure out how to deliver it, and I think we get this when we're working with children. It's pretty obvious, you know, if the child is trying to learn a physical skill, like riding a bike for instance. You can't just throw them on an adult bike and say, "Well, you know, this is how you ride a bike."

Debra: Right at it. Have fun!

Caller: What do you mean? What's wrong with you that you can't ride a bike based on these instructions, you know? You take in to account the person, and find out, you know, and I don't know...there's something that we do when people are in adult bodies that we kind of we treat them as if somehow they see the world the way we do and have, you know, in their mind, our mind, and somehow you know.

That's what's interesting I think, and to actually realize from surface this Frank in my life. We realize, "Wow, he functions so differently than I do." Keep throwing out assumptions and keep throwing out assumptions and keep throwing out assumptions until I can go, "Well what does work for you?"

Debra: Well I think the essence of this too...I think you bring up a really good plan, which is that we assume that the way we interpret the meanings of particular words or particular actions means the same thing to the other person.

Caller: Right.

Debra: And they don't in fact. They almost never do.

Caller: That's right.



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Debra: And so, you know the way, so if we are always gauging, you know, our effectiveness based on their behavior, then we're in rapport, which comes back to the sides.

Caller: Right.

Debra: Their resistance is due to a lack of our rapport, so this very much coincides.

Alright we must move on because we are running out of time. So let's go to the last one for today, which is change occurring on the unconscious level is pervasive and creates long lasting results.

Caller: Oh yeah.

Debra: What do you think that one means?

Caller: It means that...well, a change in unconscious level is like a true and systemic kind of change. It's not a painted-on like affirmation or thought or an idea. It really is a shift, and the whole self is kind of congruent in on that shift, and not just in, even in the terms of brain plasticity. It means that it's almost like it changes the past, and it changes the future. It's really.

Debra: Oh, I got chills when you said that. I think it's one of the reasons why the NLP and hypnosis is so unbelievably effective in affecting change across a person's entire life, because when I do that work and/or someone else's doing it...when we're doing the NLP and hypnosis, the change is on a much deeper level. It is unconscious.

And very often someone will come out of a session, they were like so really good I'm not sure what's different, and a week later, I talk to them and everything is different, because a change at that deep level has pervasive, and you know, years later things are still like different. It's not, and I think a lot of times people try to make change in a quick way, like you know, like I'm just going to do a workshop, I'm going to do a weekend workshop and that will make me feel so much better.

And not that change can't happen there, but...and the difference for me in doing those and I've done a ton of those and doing the NLP stuff is that in a weekend of NLP, you actually do make unconscious changes, and I think most workshops just barely scratch the surface.

Caller: Uh-hmm, yeah. It's kind of like the difference between I thought about something and some kind of deep, "Ah-ha" insight that's not mental, it's kind of like body shaking, you know. It's so reverberate in the moment. It feels huge, but you know, if it's huge and if it's unconscious, because if it's reverberating, if a week later and after that and your actions just come easy and they're different, and they're changed and you're not trying as hard anymore, you know? And you're trying to hang on to a created change. It happens to you, kind of if that's real to a sense.



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Debra: And I think also what you said about it changes the past and it changes the future, because I think so much of our experience is again taken through those filters and if the fundamental filters are changed, then how with you the past has change and therefore the past is changed because the past lives in is a subjective, right?

Caller: Right, and that's how the mind carries it if there is no like exact memories of anything. They change all the time. The brain is totally plastic.

Debra: I also think this is why vision is so powerful, because when you create a really juicy, luscious, specific, well-developed, full vision of a future event, and you really give it to yourself, give yourself the experience of it, your brain doesn't know that it didn't actually happen.

Caller: That's right.

Debra: And so that change actually happens on an unconscious level and starts to, you start to align with that change without being even aware or conscious of it, and all of a sudden, this opportunity shows up and that opportunity shows up, and it's not all of a sudden. It's just that now you're seeing them.

Caller: Yeah, yeah. Your vibration changes. You're tuned to a different wavelength in a way. I mean, those are kind of maybe not so precise, but it's actually...it's so true. It's the world around. If like nothing really changes then everything changes.

Debra: Uh-hmm.

Caller: At the same time, yeah.

Debra: So is this something you assume or if isn't what are you assuming?

Caller: Yes I do assume this. I assume this, and I know that, you know, both of the...that's like the level of which I seek to influence myself, of making shifts, is that you know.

I know I don't really believe in like affirmations, and that sometimes I can do things and hope that change will happen to my changing action, but it's at that deep level of shift where I see things just flip around, and all of the sudden, the same exact circumstance I'm responding to is completely differently.

Debra: Chris Howard calls an affirmation "beating your subconscious into submission."

Caller: Which is impossible?

Debra: I heard him say that I was just on the floor because I'm like finally after three years of that affirmation, like "Please. Okay, I surrender. I surrender.



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Caller: Make it go away! I'll believe it if you will just shut up.

Debra: It's really great and this...my belief that this is true and my assumption that this is true is why I went about...why I got certified in NLP and hypnosis, because I was frustrated not being able to make these kind of profound changes for clients, and you know, audiences and seeing, you know, and as a master in NLP and hypnosis really makes seeing and feeling those profound changes. I was like I want that.

I want to be able to do that, you know, so that's actually why I got that training. Very cool. I also think "change occurring on the unconscious level is pervasive and creates long lasting results" also is a tremendously hopeful statement.

Caller: Yes.

Debra: It means that none of us are permanently broken, you know. There is no such thing, and that really it's just we probably haven't gone deep enough in our change, in our evolution.

Caller: We haven't found the tools or don't quite have access, that's...I think that's a big issue.

Debra: And also very often, you know, it's a comfort level. It's, you know, the devil, you know.

Caller: That's true, but I also think, you know, if some of the people get they're really searching, and there are a lot of things that are reported to help people change, just don't work. They really aren't getting people at that deep level, you know.

I've been diagnosed with PTSD, and there's very little that can actually, you know. I've tried. I've been working my whole life for that to change that, and there are some things now I'm learning that can really go deep enough and that shift those.

Debra: Yeah, there's things like EFT.

Caller: Yeah.

Debra: And also NLP and hypnosis can help with.

Caller: I think NLP even more so, that I think that EFT is somewhat useful and...but also even somatic experiencing, which I've been doing, is really amazing...a really amazing shifter because you kind of go in and you kind of change the whole pattern that's there by---

Debra: Rewiring.

Caller: With awareness. You know, you actually are participating and watching the part that went so fast that your brain froze around it the time before, you know, when it happened originally, and that just kind of...yeah, it has just, you know, long lasting kind of pervasive repercussions of positive changes.



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Debra: I have also found that doing a zero balancing.

Caller: Yeah.

Debra: That's kind of deep level body work. They're balancing and also a roll thing, and what's the third one? Oh, craniosacral can also really shift things because they're shifting things on an energetic level, and then the energy can, because it's the energy. We're completely unconscious for the most part of how our energy is interacting with our body, and our energies and our energy body is interacting with our mind on an unconscious level, and I think also the shifting changing, re-balancing on the energy plane can also shift and change on the unconscious in the unconscious mind as well.

So it's fascinating stuff. Well, this was a great conversation. Our time is up. Thank you so much for being on the call with me, Harmony; otherwise, I'd just be telling everybody what I think this stuff means, and it's always really interesting because everybody has different meanings for things.

And I want to encourage everybody who listens to the call to share with us what you guys think a particular statement means and how it might affect you if you took it on as an assumption. What would change for you? What behavior would change? What choices would change? And I look forward to doing the mindset of a leader part 3.

Debra: Adding any comments at the end of that word.

Caller: Shame on me.

Debra: So anything you want to say in closing? Anything? Any insight or piece of value you're taking away from this call?

Caller: I think it's kind of overall just how important this level of working with oneself you know is, and I mean I just did have a big through one last night and this morning, and that was very much I think a shift in the subconscious, and sort of the way I view myself and my business and I think, you know, you're on to something here with this. It's really what's where it's at.

In terms of, you know, making change in our lives that works, that actually comes effortlessly, you know. Not that the change is effortless, but once the change happens, what comes out of it is kind of effortless in a way.

Debra: Yeah, absolutely, and I think that's also the point of, you know...the, when it does shift on an unconscious level, it just goes throughout everything. I just mean everything. Very cool.

Well I'll be talking to you soon, and thanks everybody who's listening to the recording and I look forward to lots of discussion about this.

So do please feel free to add comments, and you know, get into a lively discussion about this on the website. Have a great night!