Chapter 5 Voice memo

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One of the biggest things that we have to deal with is the skills and credentials dilemma for sometime in America and especially in our community getting credentials, was always the thing that

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I had to do people always told you that you had to go off and go to college or go to grad school or get a professional degree or something along those lines in order to get ahead which changed over the past 1520 years

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That with the advent and the rise of technology, a credential doesn't do nearly as much for you as your ability to be able to solve problems and part of the way that you solve problems is often going to be using technology

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Now everybody doesn't have to be an engineer or scientist or really know how to do calculus and all these complex things at first however, you do have to learn how to solve the problems and

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That means skills are becoming more important than a credential and you can see that across the board now what winds up happening is if you get skills, you can solve problems that'll help you make money, but it won't

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Sarah Lee always put you in a position to work in a corporation, which is part of the safety net for lack of better description and a lot of people are experiencing that cushion of knowing that you have a a big corporation behind

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Gives you a lot of security, but what we're finding out is that a lot of that security really easily even there and you know we won't get into that here but the big thing is that you have to learn and develop skills that solve problems that people need

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To be solved and a lot of that's gonna come from really buckling down and learning who you are and learning what really motivates you and learning what you're good at to get to those skill points now you can do the technical route for sure

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A lot of that you can learn online and when you learn it online, which you can then do is find people that are closest to you where you can put those skills to work and do it for others whether it's a church, social organization whatever it may be it'll help you get better

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And then, as you get better that you can charge more and make more money so that's one of the things one of the great things about where we are right now in this world is that the technologies, especially when it comes to artificial intelligence gives you

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All the tools that you need so that you can figure out how to solve the problems and I'll go through some of that later and give you an outline on that but you don't have to know how to program and write the code anymore. What you do.

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Need to figure out is all the steps that she would need to take in order to solve the problem and ask and learn how to ask questions and write out steps in order for the AI to build it for you, but you don't necessarily have to know how to do it

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My hand by yourself anymore those days are kind of over now which you have to do is how you actually go step-by-step to solve the problem and then ask the computer technology to do it for you and then learn how to troubleshoot

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Not working that's the big thing that'll be you know very present and impression for people to do going forward so that part of getting credentials not so much anymore. You know back you know when I was coming up to give you

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Story you had to go back to grad school and had to go to one of the top five grad schools to get an NBA from where the top 10 in order to make the real money that everybody was making, but what you learned from overtime from those people that did that is that would

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He kept them there and helped them accelerate was the skills that they picked up while they were working in these rules, learning how to solve problems learning how to present information learning how to tell a story with data. Those are the things that really propelled them forward.

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More so than the credential itself, the credential itself is nowhere near as important as it used to be the skills that you pick up and gaining the credential that you can do on your own now with a much lower price tag than having to go pay

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Grand or 50 grand to go to grad school is where it's at and that's what you gotta focus on and we can talk more and we'll give you some concrete steps how to explore that but one of the things that you learn from using the app is that we kind of show

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Hey, here's an income gap. Here's if you picked up the skills where you can pick up that money that you're missing because you don't know how to do certain things and then that is what helps propel you forward to solve some of the monetary problems that you're dealing with and that you have.

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And that's the big thing that you have to work out for and work on and we're gonna help you do that

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One of the next big things that always comes up when you're thinking about growing and pushing your career forward and learning new skills and everything else really comes down to one of the big questions is working

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And mentorship

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Those are can be really touchy subjects and a lot of ways but you always need a mentor or someone who's been down the path that you're trying to go down to give you some insights often

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Times people lean on the mentorship aspect of a way more than they should so you'll seek out someone and you try to get some big name or your bosses boss you know to become like this year

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Often times you run the brick walls because of it I think one of the more important things that you can do is one find someone on one level above you that may not work in your company you or

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The lake that you can talk to about what you're facing and what you're trying to do

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After you do that, the biggest thing I think you could do when it comes to finding mentors and networking is actually getting out there and doing stuff I think

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Too often you know, some people will take the route of well my mentor is gonna help me out with this and help me introduce me to people and often times people don't even have the time to do that for themselves let alone for others so that's a whole separate issue but

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But you really need to really focus on is being in service to others that allows you to use the skills that you're trying to demonstrate a learn and controlled ways and environment and what I mean by that

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That is simply this if you're trying to learn how to build a business when it comes to creating apps or you learning how to build a business when it comes to having a salon or something like that, you need to find somebody that has a salon

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And then you can usually find that through your own personal connections in your immediate family you know or immediate extended family I can help you out and introduce you to someone and then from there it's trying to be a service to that person

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I'm trying to learn about this. I really like what you're doing. I wanna learn more about it. I don't know how to build a map in a path, but I want to talk to you about it, but how can I help you at being a service to someone and with whatever.

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Skill that you have now was one of the more important things you can do to build a network or find a mentor and once you do that that person more than likely be like oh this person was really helpful. I haven't. I know somebody else is having this issue and they'll point you in their direction.

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You can work on something for them, but more often than that you're gonna be working for somewhat doing something for them more than likely he won't be getting paid for free or getting paid at all to do it but in being a service to someone more than like

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I said eight times out of 10 it's gonna lead to something else so it's gonna lead you to another step in your progression of where you're trying to get to and what you're trying to become. I can't emphasize the service aspect enough either. You can do it.

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Fraternity sorority, church, organization, kids organization somewhere along the line and being of help to someone else is going to provide you with the next stepping stone. It's gonna get you closer to where you're trying to go because just saying hey.

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I want you to be my mentor isn't gonna do anything for them in a certain I gotta do anything for you because more than likely people gonna think you're just gonna take for them, but if you are offering something to them being of service helping them with some problem that they have and

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Can't do directly say I know somebody is good at that. Let me put you in touch with them and facilitate that introduction. Then you're kind of helping them in an even greater amount of manner than you ever thought you would because you're showing them I can provide value in another way.

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My own network of people that they might not know so being of service is the key thing to finding a mentor and building a network and as you build that out and you've got those contacts in your phone of people that you help

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Chances are they're gonna lead you to something that's gonna be much greater value down the road than what you're dealing with and you're working with now and that's how you pick up what you need to know

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The whole concept of side hustles, and what they can do for you

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Has become a complete phenomenon I mean previously you'd work on something or you work someplace and maybe it was bacon cakes on the side you make a couple hundred dollars something

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But nowadays, a lot of people are making some serious cash doing things on the side, so it's always one of those viable things to do when you have a certain skill set

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And you can charge for it and you can manage your time often though the side hustles become just another job that's frustrating and you don't never you can't ever really take off with it now

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How you know were there a side hustle is actually gonna turn into something long-term for a business that you can really grow in nurture that better aligns with what you wanna do with your life takes time and it takes experiment

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And most people don't have that cause most people are doing the side hustle to fill in a gap and the income that they need in order to do something that they need to do which is fine so you know for some people that you know DoorDash, Uber

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Bring whatever it may be because that helps them make extra cash to cover their basic expenses, but it doesn't always lead to you becoming an entrepreneur and building your own business building. Your own business is really tough but it's definitely.

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Side hustle can take you and start you on that journey more often than not it'll show you what you don't need to do and the things that you shouldn't do so that you don't make those mistakes over and over and over again

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But it's not the big you know thing that's actually gonna make you blow up like you want to. I think if you grab the skills that people are in going to pay for and are in demand.

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Turn into a lucrative business for you overtime, but it doesn't happen immediately so like we were talking before when you can build up a skill set of organizing programming marketing

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Helping people that don't have a certain skill, but wanna do something that you're good at and showing them how to do it you can build that into a good business for yourself but often times it turns into another job versus hey

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Got this whole new enterprise is paying me hundreds of thousand dollars a year that doesn't necessarily happen automatically but doing something on the side can be that hobby that then turns into a business that give you

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20 grand a year that's that's nothing to shake that you can put that away salt that away. It's 7% annual that compounds into something really big so I think the bigger thing to really focus on it isn't that the hustle turned you into an entrepreneur but

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I also so does more than fill in a hole in your budget and helps you actually grow your money because you throw the money that you make from your side hustle into an investment account that grows faster than you know what you'd be able to do if you just had

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Regular income, I think that's the more important thing to focus on and I think a byproduct of that will be that as you do this thing on the side, you'll learn as you talk to different people that are asking you for your service

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That hey there really is more demand than I thought and then you can build something even faster and vacuum, you can invest the cash in that eventually may turn into a salary now what I've been told

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But others have done this before is that hey you need to give yourself time in order to do it so before you try to move from your side hustle to being a mainline entrepreneur you should at least be able to do this for 12 months and make money and that amount of money

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That you make should buy your runway from you working your regular job as well so that becomes two incomes and once you save that up over a couple of years of doing your side also then you might have runway in order to build it up

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That's actually a company versus just being a hobby that just happens to make you money. I don't think you really go out and strike out on your own until you have enough covered in your basic cash account for at least a year in order for you to really make.

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Change because it's gonna be harder than you think it's gonna take longer than you think and that's what really people had to build stuff overnight. That's really gonna respond and turn into this new career that you can pray to your friends about that. You don't have to work for anybody any longer.

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All those things can't be done, but it takes a little bit longer than you think. I'm turning that side hustle into your entrepreneurial dream that can sustain you and is especially true. If you have other people that depended on you like kids, you know wives

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It may be so take that in consideration, but I think you what you should do is work on it for a year or two save up enough money from actually doing that activity after a year or two and then you'll know hey like I can really turn this into something because

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You'll be able to devote full-time effort to that so that you could eventually make it grow and turn it into your vision of you know your future that you wanna have for yourself

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The next thing we really need to talk about that plagues a lot of people that I consider the underdog of this whole concept of fear and posture syndrome and being

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Worthy often times we look in the rearview mirror about what we used to be or what we think of ourselves as a projection into the future of what we can become and it's a big mistake I think

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That the way to overcome that mistake of thinking about that way really comes from the life philosophy things that we talked about at the beginning of this book really being grounded and the creators plan for you because he does have a plan

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And keeping yourself focused on that fact that he does have a plan will take some of that unworthiness in that spirit field this out of you

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I had a good friend of mine when I was in grad school, who went through this rigorous in a military training program and he said he said one of the instructors in the program told him that people who were

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Worse off and less physically gifted than you finished this program and I think you have to take that mindset into whatever it is that you do you have to know and think of every little step that you're taking

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And you're making that is turning into something is going to help you into the future of becoming the person that you need to become in order to hold that role and feeling unworthy is just natural like you know I'm not

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Smart enough or you look at all the mistakes that you've made, but I think the other thing to really focus on is to do focus on the things that you have done and accomplished that will be the building blocks of you stepping onto those things that'll get you to those higher level

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So I think that when you think of it and say well for me when I transition from being an engineer to work in finance, I really felt that I was just completely lost

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Mean I was sitting on the trading floor still working through definitions and writing things down trying to make sure I can keep things straight and it was overwhelming. I mean it was a completely new language in a completely new environment doing things.

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Done before and having to do it immediately on the fly and if it was wrong, you know people would you would get this impression and feel like all people think I'm stupid. It was nerve-racking and what I finally learn.

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To do was just let go of it all and the way I did that was just saying you know what I was brought here for a purpose, lesser people than me have made it through here and I'm gonna do it too and I just buckle down and just pay attention and ask questions and just

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The day by day and as you do it day by day, you become more comfortable in that environment, other people around you see you becoming more comfortable in environment, and the anxiety slowly phased to the background it doesn't completely go away

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Until years later after you've been doing it for sometime and for me, it took a good three years before I finally felt comfortable in environment, but I was doing little things along the way that we're helping me to feel more comfortable

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Be able to have the discussions they talk about the math about stuff and relate to the clients and all those things doing that little by little helped me a lot and you have to focus on just that day not pay if I don't do this by this date it's gonna blow up on me or I'm gonna make. I'm gonna get fired.

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I'm gonna be out of work just focus on the day and just focusing on the task and hand the things that you need to learn at that moment get rid of that fear factor of you know you being found out or you know people finding out that you're really not cut out for all this all that

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Soft talk, get drowned out by you focusing on the creators role and what the purpose that he's giving you to be in opposition, he wouldn't put you in that position if he didn't really think that you should be there and if you were there

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Close the door so that would never gotten there so when you focus on that kind of thought process and really come back to that every time and learn how to calm yourself you'll be able to get through it all, and that imposter syndrome will fade. It will go away and you wont.

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To worry about it nearly as much overtime because you become really competent first then you're really become good and once you become good being great just means more and more repetitions and practice on focusing on the little things and before you know it you're set

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What are the ways you actually can measure whether your skill development is really paying off financially is two things one looking at the feedback you're getting from your boss

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About what you're working on now too the next thing to book for is when you're going out for interviews or you're trying to get traction on this new role

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And you submit an application or resume if you actually get an

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If you can get an interview that tells you that you're getting closer to having the skill set that you'll need for that particular role and it'll take a lot of application sometimes do that but that's one of the big indicators that tells you that OK I'm getting

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And usually once you kind of figure out what that next role is six months into what you're doing now after you started doing your daily practice, looking at courses

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Online trying to build up the skills on your own start applying for jobs. Nothing ever hurts you from actually putting in an application for a role on indeed or LinkedIn or any of those places.

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Three application in there do the easy apply and if you start getting people to kind of contact you and setting up an interview or two, then you know OK I'm kinda on the path that's one of the big indicators and then what usually happens after

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Interviewed a couple of three times and you haven't gotten something that's not unusual so don't get discouraged instead you just know OK I'm gonna have to crack a few more eggs along the way in order to make this omelette to make it all come together, but you're on the path and that's usually one of the big

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Indicators that you'll get now let's say you've gotten a few interviews to get through a couple of three rounds. You become a finalist and behold you're gonna get a offer and when you get that offer which you usually gonna find out is that it's usually between a 15.

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20% bump from where you were before into this new role that is when you know you're on a on the path and that is how you're going to know that this whole technique in this whole way of going about things works in one

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Things you can't get discouraged about it. You gotta put in a lot of applications. You're gonna talk to a lot of people you're gonna work a lot of time but usually it's about a 12 month process to get you to you're really in the groove and you're ready to make that next step.

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It doesn't take 24 months usually within a year if you've really been working and grinding away on it, but usually within 12 months of you getting on this plan and starting to think about OK, I need to pick up how to use the software I need to pick up how to you know be able to do present

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Patience in a certain way, but you know how I need to be able to repair something a different way whatever it may be learn how to troubleshoot better all these things come together and then boom it'll happen and that's the process of becoming that new person that holds that role

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Often times we get

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Just we just get so distracted because we think it's just gonna happen pretty quickly or you're gonna get a couple bites of the apple and boom it just happens more more often than that. It's a slow grinding process, but

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This is what's really getting you prepared for this next thing as you go through a time and time again you work on these things you'll get discouraged that's natural but soon as you get discouraged take a deep breath take a break. Come back a couple days and get right back.

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Because you can't afford to let these distractions in this being discouraged prevent you from getting where you need to be because you got people that depended on you and most of times you don't think of it that way you think of it it's just failure thing and you start getting into that negative thought process

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Yes, but that's where you fall back to what we started all of this out with when it comes to faith the faith that your creator is putting you on this path because he's preparing you because he's got something great in store for you if you just keep listening to him

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You know there's a lot of different stores that you can go into about people you know really walking by faith but I'm telling you it all works and quite literally you gotta imagine like you know the story of the Hebrews in the Bible

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I during the day they followed this pillar of smoke at night. They followed this pillar of fire that got them where to go. You literally got a vision that happening for you as you go through this process and I can't tell you how quickly it'll happen to you, but what?

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Can't tell you once you start visualizing that that remind you that OK I'm on this path. He hasn't gotten me this far. I'm going on the new and better things and it'll get you there and that's how you really gonna know and you'll start getting nibbles and bites as you.

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On the lower levels from associate to manager and things like that, it happens a lot quicker when you're trying to make these big jumps from like director to VP you know even higher levels to the SVP in the EVP levels. It takes much longer, but.

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We're just talking about getting you up the hill and getting you started and getting you going and I'm telling you it all pans out and that's the way you look at it

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Another thing to really keep in mind is the interactions you have you know

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Often times they're like associations and different networking events that you go to occasionally, you pop in there and meet a few people get cars and again I can't stress this enough learn how to be of service to other people hey

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This bubble will block you're working on this at this company. You know you're just talking about it. I'd love to help you out with this. This is what I can do in that area. If you need some help with you know XYZ let me know I'd be more than you know be able to put some time in for you

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What I can do for you and just leave it at that people will take advantage of that and in the process you'll learn you'll grow and you'll become a useful person in that person's network so that when something pops up, they'll remember you'd be like hey, I met this kid that did

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For me or my business, you might wanna talk to him because he's pretty good at this and that's how it all comes together and again that's another process. It doesn't happen instantaneously you'll learn and you can get frustrated just like you did.

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How you will when you think about when you're progressing in your career but all you're doing is putting your bricks together to build a house for yourself down the road and that's how this all really works out for you and I'm telling you it works